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PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

VOLUME V.

PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY (INCLUDING COOR

SECTION I.—NOTICE AND LETTERS CALLING FOR EVIDENCE AND INFORMATION SUPPLIE BY THE MADRAS GOVERNMENT AND THE CHIEF COMMISSIONER OF COORG.

SECTION II.—MINUTES OF EVIDENCE TAKEN IN MADRAS.

SECTION III.—REPLIES OF SOCIETIES AND ASSOCIATIONS.

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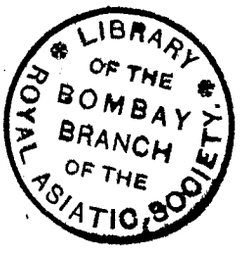

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1887.

PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

MADRAS PRESIDENCY (INCLUDING COORG).

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Page 13, Q. 152, line 16. Omit "English."
Page 13, Q. 154, line 5. For "is" *read* "are."
Page 84, Q. 923, line 22. For "they have" *read* "it has."
Page 102, Q. 1109, line 2. For "honour" *read* "honesty."
Page 126, Q. 1334, line 1. For "Is it" *read* "It is."
Page 180, Q. 1968, line 1. At the beginning *read* "Do."
Page 183, Q. 2007, line 6. For "have been" *read* "have seen."
Page 216, Q. 2359, line 5. For "good" *read* "both."
Page 269, Q. 2858, line 1. For "maximum" *read* "minimum."
Page 287, Q. 3006, line 1. For "Jaffra" *read* "Jaffna."
Page 287, Q. 3016. At the end, add "Yes."
Page 315, Q. 3265, line 1. For "Nayar" *read* "Nair."
Page 322, Q. 3343, line 2. Omit the words "B. A. or"
Page 327, Q. 3403, line 3. For "is it" *read* "are they."
Page 327, Q. 3405, line 4. For "at" *read* "of."
Page 327, Q. 3408, line 3. For "officers" *read* "officer."
Page 349, Q. 3677, line 1. For "cast" *read* "caste."
Page 359, Q. 3788, line 3. For "so" *read* "one."
Page 389, Q. 4105, line 3. For "them" *read* "him."
Page 412, Q. 4338, line 4. Omit "Assistant."
Page 428, Q. 4493, line 2. Read "Travancore."
Page 448, Q. 4709. After "why" insert "do you."
Page 449, Q. 4720, line 15. For "1833" *read* "1853."

PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

VOLUME V.—PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY (INCLUDING COORG).

SECTION I.—NOTICE AND LETTERS CALLING FOR EVIDENCE, AND INFORMATION SUPPLIED BY THE MADRAS GOVERNMENT AND THE CHIEF COMMISSIONER OF COORG.

SECTION I, SUB-SECTION A.—NOTICE AND LETTERS CALLING FOR EVIDENCE.

SECTION I, SUB-SECTION B.—INFORMATION SUPPLIED BY THE MADRAS GOVERNMENT.

SECTION I, SUB-SECTION C.—INFORMATION SUPPLIED BY THE CHIEF COMMISSIONER OF COORG.

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THE PUBLIC SERVICE COMMISSION.

VOLUME V.—PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY INCLUDING COORG.

SECTION I, SUB-SECTION A.—NOTICE AND LETTERS CALLING FOR EVIDENCE.

I.

Vol. V. Sec. I. Sub-Sec. A. Madras.

As requested by a telegram No. 104, dated the 18th January 1887, the following notice was published in the *Madras Government Gazette* and in the leading English and Vernacular newspapers in the Madras Presidency:—

NOTICE.

As the sittings of the Public Service Commission will shortly commence at Madras, persons resident in the Madras Presidency who may desire to offer evidence before the Commission are invited to communicate their names on or before the 31st of January 1887 to the Secretary, Public Service Commission, Post Office, Madras (to await arrival).

A Sub-Committee was deputed to visit Madras in advance of the Commission to make the necessary arrangements.

The following further notice was published on the 26th of January 1887:—

NOTICE.

MADRAS,
26th January 1887.

The Public Service Commission will sit at the Senate House from 11 A. M. to 5 P. M. daily, from Monday, the 31st January 1887, for the purpose of examining witnesses.

II.

No. 4, dated Lahore, 16th November 1886.

From—The Secretary to the Public Service Commission,
To—The Chief Secretary to the Government of Madras.

Vol. V. Sec. I. Sub-Sec. A. Madras.

I am directed to request that, with the permission of His Excellency the Governor in Council, the Public Service Commission may be favoured with a list of the names of selected officers serving in the Madras Presidency and belonging to (*a*) the Covenanted Civil Service, (*b*) the Statutory Service, and (*c*) the Uncovenanted Service, whose opinions the Madras Government may consider it desirable for the Commission to invite on the subject-matter of the enquiries with which it has been entrusted, as set forth in the Resolution of the Government of India in the Home Department, No. 34—1573-80, dated 4th October 1886. I am also to request that the Commission may be favoured with a list of (1) any local Associations or Societies, (2) the Editors of the leading newspapers, both English and Vernacular, published in the Madras Presidency, who should, in the opinion of His Excellency the Governor in Council, be consulted by the Commission. The Commission would further be glad if the Madras Government would be good enough to suggest the names of any members of the general public, not being in Government service, who might with advantage be consulted on the subject-matter of the enquiries in question.

2. It is hoped that His Excellency the Governor in Council will be good enough to let it be generally known throughout the Madras Presidency that the Public Service Commission will be glad to receive the opinions of any Association or Society or of any gentlemen, whether or not in the service of Government, who may wish to lay their views before the Commission.

No. 2529 Mis., dated Madras, 6th December 1886.

From—The Chief Secretary to the Government of Madras, Public Dept.,
To—The Secretary to the Public Service Commission.

With reference to your letter No. 4, dated 16th November 1886, I am directed to forward a copy of the following Proceedings of this Government containing a list of the persons and Associations who might with advantage be consulted by the Commission.

Read the following—

Letter from the Secretary to the Public Service Commission No. 4, dated Lahore, 16th November 1886.

Order dated 6th December 1886, No. 2528 Mis.

The following list of persons and Associations who the Government consider might with advantage be consulted by the Public Service Commission will be forwarded :—

I.—OFFICIALS.

(*a*)—*Covenanted Civilians.*

1. Mr. J. H. Garstin, C.S.I.
2. The Honourable P. P. Hutchins.
3. Mr. J. Grose.
4. The Honourable F. Brandt.
5. The Honourable H. E. Stokes.
6. Mr. C. A. Galton.
7. Mr. H. F. Clogstoun.
8. Mr. E. Gibson.
9. Mr. C. D. Macleane.
10. Mr. F. A. Nicholson.

(*b*)—*Statutory Civilians.*

11. K. C. Manavedan Raja.
12. Mir Shujoit Ali Khan.

(*c*)—*Uncovenanted Civilians.*

13. The Honourable T. Muthuswami Aiyar, Judge, High Court.
14. Dr. D. Duncan, Acting Director of Public Instruction.
15. Mr. G. Hammett, Inspector General of Registration.
16. P. Chentsal Rao, Superintendent of Stamps and Stationery.
17. P. Rajaratna Mudaliyar, Sheristadar, Board of Revenue.
18. G. H. Stuart, Acting Principal, Presidency College.
19. P. Runganadha Mudze, Professor of Mathematics.
20. V. Jagannatha Rao Pantulu, Deputy Collector, Vizagapatam.

II.—NATIVE ASSOCIATIONS.

21. Mahajana Sabha, Madras.
22. Mahomedan Anjaman, Madras.

III.—EDITORS.

23. The Madras Mail.
24. Madras Times.
25. Madras Standard.
26. The Hindu.
27. Sudasa Mitra.
28. Kerala Patrika.

IV.—MEMBERS OF THE GENERAL PUBLIC.

29. Rajah Sir T. Madhava Rao.
30. The Honourable Mir Humayun Jah Bahadur, C.I.E.
31. The Honourable S. Subramanya Aiyar.
32. The Honourable J. A. Boyson.
33. The Honourable T. Rama Rao.
34. Mr. V. Ramiengar, C.S.I.
35. Mr. P. Macfadyen.
36. The Reverend Dr. Miller, C.I.E., Principal, Madras Christian College.
37. Mr. Subapathy Mudaliyar, Chairman, Bellary Municipal Commission.
38. Mr. C. Michie Smith, Professor, Madras Christian College.
39. Seshyya Sastri, Dewan Regent, Pudukota.

2. Paragraph 2 of the foregoing letter will be placed on the Editor's table.

III.

No. 19, dated Lahore, the 30th November 1886.

From—The Secretary tothe Public Service Commission,
To—The Chief Secretary to the Government of Madras.

In continuation of my letter No. 4, dated 16th November 1886, I am directed by the Public Service Commission to forward herewith five separate sets of questions bearing on their enquiries which the Commission desire to address (1) to the several Local Governments and Administrations, (2) to selected officers of the Covenanted Civil Service, (3) to selected Statutory Civilians, (4) to selected officers of the Uncovenanted Service, and (5) to such Associations and Societies, Editors of Newspapers, Vernacular and English, and members of the general public, not being in the service of Government, as it may be considered desirable to consult on the subject-matter of the enquiries of the Commission.

2. With reference to the questions (marked A) addressed to the Madras Government, twenty-five copies of which are forwarded, I am to say that the Commission would be glad if His Excellency the Governor in Council, after consulting such officers as he may see fit with regard to any of them, would be good enough to cause replies to be furnished to me with as little delay as possible. It is not necessary that the replies should be detained until all the questions have been answered, and it might be convenient if answers were sent from time to time as prepared, provided that the serial number attached to each question is correctly entered opposite the reply thereto. As some of the questions deal with statistical matters, it might further be convenient if the replies to these were thrown into a tabular form; but if this course is adopted, I am to request that care may be taken that the question or questions which each tabular statement embraces are accurately noted. Other questions, again, may possibly be better answered orally than in writing, and if this should appear to the Madras Government to be the case, the Commission would be glad if His Excellency the Governor in Council would indicate in what way the answers to such questions could most conveniently be given, either by the deputation of some special officer to represent the views of the Local Government or in any other manner which may be deemed preferable.

3. As regards the other sets of questions, I am to explain that those marked B, C and D, respectively, are intended to be addressed to such officers, being members of the Covenanted Civil Service, the Statutory Service, or the Uncovenanted Service, as might in the opinion of the Madras Government be consulted with advantage by the Commission on the subject-matter of their enquiries. Fifteen copies of set B (for selected officers of the Covenanted Service) are forwarded herewith, with five copies of set C (for selected Statutory Civilians), and twenty copies of set D (for selected officers of the Uncovenanted Service); and I am to request that, with the permission of His Excellency the Governor in Council, a copy of each set of these questions with one of the letters attached thereto in original may be supplied to those officers serving in the Madras Presidency whom the Madras Government may consider it desirable to consult. It will be noticed that alternative covering letters are attached to each of these sets of questions, the object being to distinguish between the cases of officers whom, owing either to their position in the service of Government or to the nature of the evidence which they may be expected to give, it is considered desirable to *summon* as witnesses before the Commission, and of those whom it is not deemed necessary to summon as witnesses, but who might be invited voluntarily to offer evidence. It is left to the Madras Government to determine the officers in the Madras Presidency who should be classed under each of these categories, and to distribute accordingly all the sets of questions, or as many sets as may be considered necessary, accompanied by the appropriate covering letter in each case. In order to meet the case of officers of Government or others who, although not specially consulted, may nevertheless be desirous of offering evidence before the Commission, it is proposed to issue a Notification inviting such persons to intimate their names and addresses to the Secretary to the Commission with a brief note of the particular points on which they wish to give evidence. When the plan of the Commission's operations has been further settled, copies of the Notification will be communicated to the Madras Government for insertion in the local Gazette and in some of the leading local newspapers, English and Vernacular.

4. The remaining set of questions, marked E, of which forty-five copies are forwarded, is intended for issue with the attached letters to selected local Associations and Societies, Editors of newspapers (English and Vernacular), and members of the general public. It will be observed that two covering letters are attached to this set of questions, one of which is intended for issue to the Editors of newspapers or members of the general public, and the other to Associations or Societies. The Commission would feel obliged if the Madras Government would be good enough to cause these sets of questions to be issued, with the appropriate covering letter in each case, to such bodies or individuals of the classes named in the Madras Presidency as may, in the opinion of His Excellency the Governor in Council, be expected to give useful advice on the subject-matter of the present enquiries.

5. It is hoped that the questions will be issued under the supervision of some responsible officer and with as little delay as practicable, and I am particularly to request that the

Commission may be furnished with a complete and accurate list of all Associations, Societies or persons, whether official or non-official, to whom sets of the questions may be communicated, the names of the Government officers who may be summoned to attend as witnesses, or who may be invited to give evidence, being separately given with their addresses in each case. The replies should, in all cases, be sent direct by those consulted to the Secretary to the Public Service Commission, and if additional copies of any of the sets of questions are required for use in the Madras Presidency, they will be at once supplied on application.

No. 46, dated the 17th December 1886.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

In acknowledging the receipt of your letter No. 2529, dated the 6th of December 1886, I am desired to say that it is presumed that the several sets of questions forwarded with my letter No. 19, dated the 30th of November 1886, will be or have been distributed in accordance with the lists furnished by you. If this assumption is correct, the list asked for in paragraph 5 of my letter above cited is no longer required by the Public Service Commission. In the event, however, of any alterations or additions having been made, I am to ask you to be good enough to give me intimation of the same at your earliest convenience.

IV.

No. 85, dated the 3rd January 1887.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

In continuation of my letter No. 46, dated the 17th December 1886, I am desired to say that the Public Service Commission would be obliged if, with the permission of His Excellency the Governor in Council, you would be good enough to cause the gentlemen whose names are set forth in the accompanying list to be invited to give their evidence before the Commission at Madras, and I am sending fifty copies of certain issues framed by the Commission in connection with their enquiries, and add that if any of the gentlemen named should wish to prepare written answers, it is open to them to submit such answers in the form of replies to these issues.

List of Gentlemen who should be requested to give evidence at Madras.

The Honourable P. O'Sullivan, Advocate General.
M. R. Ry. Srinivasa Rao, Judge of the Court of Small Causes.
W. M. Scharlieb, Esq., Chief Presidency Magistrate.
M. R. Ry. V. Bashyam Ayangar, Vakil and Junior Professor of Law in the Presidency College.
D. Subramanyam, Esq., Barrister-at-Law.
M. R. Ry. Ponnusawmy Pillay, Judge of the Court of Small Causes.
„ „ Somasundra Chettyar, Merchant and late President of Patchiappa Trustees.
„ „ Kanakasaby Mudaliyar, Subordinate Judge, Tanjore.
„ „ Kahana Sundram Chettyar, Deputy Collector, Tanjore.
„ „ T. Pattabiram Pillay, Hazur Sheristadar, Trichinopoly.
J. B. Bilderbeck, Esq., Principal, Provincial College, Kumbaconum.
M. R. Ry. Sabhu Sashiar, 1st Assistant, Provincial College, Kumbaconum.
„ „ Sury Ayar, District Munsif, Chingleput.
„ „ Dawanayaga Mudaliyar, Chairman of the Municipality, Cuddalore.
„ „ Srinivasaragava Ayangar, 1st Assistant, Board of Revenue.
„ „ Ramachandra Aiyar, Presidency Magistrate.
Dr. Pulney Andy, Egmore.
Norton, Esq., Barrister-at-Law.
Dr. Muiudeen Sheriff, Honorary Surgeon, Madras.
M. R. Ry. Ramaswami Chetty, Vice-President of the Municipality, Madras.
„ „ Ramachendra Aiyar, Judge, High Court, Mysore.
„ „ Damodaram Pillay, 1st Judge, High Court, Pudukota.
„ „ Rajaram Rao, Deputy Collector, Ramnad.
„ „ Manavaha, District Munsif, Salem.
„ „ Kajanchi Ramachendra Rao, Mirasidar, Kumbaconum.
„ „ S. Gopalahswami Mudaliyar, Mittadar of Pullapatti, Salem.
„ „ Thumbuswami Mudaliyar, Mirasidar, Kumbaconum.
„ „ Chundu Meum, District Munsif, Ottapalam.
„ „ C. Sankara Nau, High Court Vakil, Madras.
„ „ Ganapathy Aiyar, Subordinate Judge, Kumbaconum.
„ „ Runga Naidu, Municipal Commissioner, Egmore.

M. R. Ry. T. Subba Rao, High Court Vakil, Madras.
" " Rungia Chetty, Vernacular Superintendent, Christian College, Madras.
" " Kistnaswami Chetty, High Court Vakil.
" " C. Ethiragulu Naidu Dubash, in Gordon Woodroffe & Co., Madras.
" " Anantha Charlu, High Court Vakil, Madras.
" " Appu Sastry, Native High School, Kumbaconum.
" " Sundra Row, 1st Assistant, Rajamandry College.
" " Srinivasa Row, High Court Vakil, Madras.
" " Vejearajavachary, 1st Grade Pleader, Salem.
" " Kurmam Ramanujachary, 1st Grade Pleader, Chingleput.
I. Elliot, Esq., Assistant Professor, Presidency College.
M. R. Ry. S. A. Sammatha Aiyar, 1st Grade Pleader, Tanjore.
C. Hall, Esq., Accountant General's Office, Madras.
G. Maddox, Esq., Professor, Doveton College.
J. Tallent, Esq., Government Pensioner.
J. R. Upshon, Esq., Public Works Secretariat, Madras.
Dewan Bahadur Ragunath Rao, Dewan of Indore.

V.

List of persons who were invited or who volunteered to give oral evidence before the Public Service Commission at Madras.

Serial No.	Daily No.	Name of Witness.	Appointment (if in Government Service) or Profession of Witness.	Which Set of detailed Questions, if any, were supplied to him.	Remarks.
		Monday, 31st January.			
1	1	C. D. Macleane, Esq., Mus. Doc., M.A.	Collector of Anantapur; on special duty for completing a Glossary to form Vol. III of the Madras Manual of Administration; Fellow of the Madras University; Member of Board of Examiners; Tamil Translator to Government; in temporary charge of office of Canarese Translator to Government.	B.	
2	2	D. Duncan, Esq., M.A., D.Sc.	Acting Director of Public Instruction; Acting Commissioner for the U. C. S. Examinations.	D. and Issues	Submitted written replies.
3	3	E. H. Elliot, Esq., B.A. .	Acting Professor of History, Presidency College, Madras.	Issues .	Ditto.
4	4	Mir Shujaat Ali Khan	Acting Head Assistant Collector, South Canara District; Fellow of the Madras University.	C. .	Ditto.
			Editor, *Madras Mail* . .	.....	
		Tuesday, 1st February.			
6	1	The Hon'ble P. O'Sullivan (*Barrister-at-Law*).	Advocate-General . . .	Issues .	Submitted written replies.
7	2	M. R. Ry. P. Srinivasa Rao, Esq.,	Judge, Small Cause Court .	"	
8	3	S. Pulney Andy, Esq., M.D., F.L.S., M.R.C.S.	Retired	" .	Ditto.
9	4	M.R.Ry. Somasundra Chettiar Avargal.	Merchant and late President of Patchappa's Trustees.	"	
10	5	N. Subramanyen, Esq. .	Barrister-at-Law . . .	"	
11	6	M.R.Ry. S. Srinivasa Raghavaiyangar Avargal, B.A.	First Uncovenanted Assistant to the Board of Revenue.	"	
12	7	W. M. Scharlieb, Esq., (*Barrister-at-Law*).	Acting Chief Presidency Magistrate.	" .	Unable to appear. Submitted written replies.
		Wednesday, 2nd February.			
13	1	J. Grose, M.A. . .	Acting 3rd Member, Board of Revenue; Acting Director of Revenue Settlement and Agriculture; Fellow of the Madras University.	B. and Issues	Submitted written replies.

List of persons who were invited or who volunteered, &c.—continued.

Serial No.	Daily No.	Name of Witness.	Appointment (if in Government Service) or Profession of Witness.	Which Set of detailed Questions, if any, were supplied to him.	Remarks.
		Wednesday, 2nd February,—continued.			
14	2	C. Michie Smith, Esq., B. Sc.	Professor of Science, Christian College, Madras.	E.	
15	3	P. Chentsal Rao, Esq. .	Superintendent of Stationery .	...	Submitted written replies.
16	4	M.R.Ry. P. Rajarathna Mudaliyar Avargal.	Serishtadar, Board of Revenue	D. and Issues.	
17	5	Dr. Muiuddin Sheriff Khan Bahadur.	Honorary Surgeon, Triplicane Dispensary.	Issues.	
18	6	Ahmad Muhi-ud-din Khan Bahadur.	Secretary to the Anjuman-i-Islamiah of Madras.	E. and Issues.	
19	7	G. Hammett, Esq., C.I.E.	Inspector-General of Registration.	D. .	Unable to attend. Submitted written replies.
20	8	.....	Mahajana Sabha . . .	E. .	No separate representative delegated, as the President and Secretary of the Sabha both gave oral evidence.
21	9	Rajah Sir T. Madava Rao, K.C.S.I.	....	E. .	Unable to attend owing to illness. Submitted written replies.
22	10	Mirza Ghulam Zainul Abadin.	Interpreter of the High Court	...	Voluntary witness.
23	11	Mir Mazhar Ali . .	Delegate of the Anjuman-i-Islamiah of Salem.	...	Ditto.
		Thursday, 3rd February.			
24	1	J. H. Garstin, Esq., C.S.I.	Member, Board of Revenue .	B. .	Submitted written replies.
25	2	Hon'ble H. E. Stokes, B.A.	Acting Chief Secretary to Government; Additional Member of the Council of Fort St. George for making Laws and Regulations; Fellow of the Madras University.	B. .	Ditto.
26	3	M.R.Ry. P. Ramaswami Chettiar Avargal, Rao Bahadur.	Vice-President, in charge of the Revenue Department, Municipal Commission, Madras.	Issues .	Ditto.
27	4	G. H. Stuart, Esq., M.A. .	Acting Principal, Presidency College, and Professor of English Literature.	D. and Issues.	
28	5	Spring Branson, Esq. (*Barrister-at-Law*).	....	...	Voluntary witness.
29	6	M. R. Ry. K. Krishnaswami Rao.	Chief Judge, High Court, Travancore.	Issues .	Unable to attend owing to illness.
		Friday, 4th February.			
30	1	H. F. Clogstoun, Esq., C.S.	Accountant-General and Commissioner of the Department of Issue of State Paper Currency, Madras; Member of the Board of Examiners.	B. and Issues	Submitted written replies.
31	2	M. R. Ry. K. C. Manavedan Raja, B.A.	Acting Head Assistant Collector, Coimbatore District.	C. .	Ditto.
32	3	M. R. Ry. N. R. Narasimha Aiyar Avargal, B.A., B.L.	District Munsif, Tiruvaroor, in Tanjore District.	...	
33	4	M. R. Ry. S. Manavalaya, Esq.	District Munsif, Salem . .	Issues.	
34	5	M. R. Ry. T. V. Ponnuswami Pillai.	Judge, Small Cause Court, Madras.	,,	
35	6	M.R. Ry. P. N. Kailasanad Mudaliyar.	....	...	Voluntary witness.
36	7	Rev. J. F. Spencer .	Editor, *Madras Times* . .	E. .	Not present.
37	8	Hon'ble Mir Humayun Jah Bahadur, C.I.E.	Member, Legislative Council .	E. .	Prevented from appearing by illness.
		Saturday, 5th February.			
38	1	R. Branson, Esq. . .	Solicitor	...	Voluntary.
39	2	A. Champion, Esq. . .	Do.	...	Do.
40	3	Hon'ble T. Rama Rao, B.A., B.L.	Member, Legislative Council .	E.	

List of persons who were invited or who volunteered, &c.—continued.

Serial No.	Daily No.	Name of Witness.	Appointment (if in Government Service) or Profession of Witness.	Which Set of detailed Questions, if any, were supplied to him.	Remarks.
		Saturday, 5th February,—continued.			
41	4	M. R. Ry. V. Bashyam Aiyangar, B.A., B.L.	Vakil and Junior Professor of Law in Presidency College, Madras.	Issues.	
42	5	Hon'ble S. Subrahmanya Aiyar, B.L.	Member, Legislative Council .	E. .	Submitted written replies.
43	6	M. R. Ry. T. Subba Rao, B.A., B.L.	Vakil of the High Court, Madras.	Issues.	
44	7	M. R. Ry. Krishnaswami Aiyar.	Delegate, Tanjore People's Association.	...	
		Monday, 7th February.			
45	1	M.R. Ry. C. Vijayaraghava Chariar Avargal, B.A.	First-grade Pleader, Salem .	...	
46	2	Nawab Munir Nawaz Jung Bahadur.	Political and Financial Secretary, His Highness the Nizam's Government.	...	Voluntary. Submitted written replies.
47	3	E. Gibson, Esq., C.S. .	Acting Collector of Tanjore .	B. .	Submitted written replies.
48	4	Syad Ikbal Ali . .	Judge of the Nizam's High Court.	...	Voluntary. Submitted written replies.
49	5	M.R. Ry. A. Sabapathi Mudaliyar Avargal Rao Bahadur.	Chairman of the Bellary Municipal Commission.	E.	
50	6	M.R. Ry. P. Ranganadha Mudaliyar Avargal, M.A.	Professor of Mathematics, Presidency College, Madras.	D. and Issues	Submitted written replies.
51	7	M R.Ry. C. Ethirajulu Naidu Garu.	Dubash at Messrs. Gordon Woodroffe and Co., Madras.	Issues.	
52	8	J. W. H. Ellis, Esq. .	Local Fund Engineer, Salem .	...	
53	9	M.R.Ry. G. Subramany Aiyar Avargal.	Editor of the *Hindu* . .	E. .	Ditto.
54	10	.....	Secretary, Graduates' Association.	...	No separate representative nominated.
55	11	M. R. Ry. A. Seshia Sastri, C.S.I.	Dewan Regent of Pudukota .	E. .	Prevented from appearing by illness. Submitted written replies.
		Tuesday, 8th February.			
56	1	M.R.Ry. P. S. Siva Swamy Aiyar, B.A., B.L.	Vakil of the High Court, Madras (Delegate of the Mylapore Athenæum).	...	Voluntary.
57	2	M.R.Ry. Chandu Menon Avargal.	District Munsif, Ottapalam, Malabar.	...	
58	3	M.R.Ry. C. Suri Aiyar Avargal.	District Munsif, Chingleput .	Issues.	
59	4	Mahomed Azam Sahib, B.A.	Headmaster of the Madrasa-i-Azam.	...	Do.
60	5	M.R.Ry. S. Krishnama Chari, B.A.	Delegate from Srirangam Club, Trichinopoly District.	...	
61	6	J. G. Firth, Esq. . .	Dewan of the Raja of Sandur .	...	
62	7	Safdar Hussein Sahib .	.....	...	Do.
63	8	M. R. Ry. C. Sankaran Nayar, B.A., B.L.	Vakil of the High Court, Madras.	...	
64	9	Geo. Maddox, Esq., B.A. .	Professor of Logic and History, Doveton Protestant College, Madras.	Issues .	Unable to appear. Submitted written replies.
65	10	F. A. Nicholson, Esq., C.S.	Acting Collector of Anantapur District.	B. .	Excused.
66	11	M.R.Ry. T. Kanagasabhai Mudaliyar Avargal.	Subordinate Judge of Tanjore .	Issues .	Unable to appear.
67	12	M.R.Ry. C. Kalyanasundaram Chettiar Avargal.	Treasury Deputy Collector, South Arcot District.	„ .	Excused. Submitted written replies.
68	13	M.R.Ry. T. Pattabiram Pillai Avargal.	Hazur Serishtadar, Trichinopoly.	„ .	Ditto.
69	14	J. B. Bilderbeck, Esq., B.A.	Acting Principal, Kumbakonum College.	„ .	Unable to appear. Submitted written replies.
		Wednesday, 9th February.			
70	1	M.R.Ry. S. Gopalaswami Mudaliyar Avargal.	Mittadar of Pullapatti, Salem District.	...	Submitted written replies.
71	2	M.R.Ry. S. Devanayaga Mudaliyar Avargal Rao Bahadur.	Chairman, Municipal Commission, Cuddalore.	Issues .	Ditto.

List of persons who were invited or who volunteered, &c.—concluded.

Serial No.	Daily No.	Name of Witness.	Appointment (if in Government Service) or Profession of Witness.	Which Set of detailed Questions, if any, were supplied to him.	Remarks.
		Wednesday, 9th February,—continued.			
72	3	C. Hall, Esq. . . .	Chief Superintendent, Accountant-General's Office, Fort St. George.	...	
73	4	V. P. D'Rozario, Esq. .	Subordinate Judge, Palghat, Malabar District.	...	
74	5	M.R.Ry. M. Srinivasa Rao Avargal, B.A., B.L.	Vakil, High Court, Madras .	...	
75	6	M.R.Ry. Viraraghavachariar Avargal.	Editor of the *Sudesa Mitra* .	...	Submitted written replies.
76	7	M.R.Ry. Damodaram Pillai Avargal.	First Judge, High Court, Pudukota.	Issues.	
77	8	M R.Ry. Appu Sastri .	Native High School, Kumbakonum.	...	
78	9	M. R. Ry. T. Sadasiva Aiyar, B.A., M.L.	Delegate of the Triplicane Literary Society.	...	Voluntary. Submitted written replies.
79	10	W. R. Robertson, Esq. .	Principal of the Saidapet Agricultural College.	...	
80	11	M.R. Ry. A. Ramachendra Aiyar.	Judge, High Court, Mysore .	Issues .	Not present.
81	12	M.R.Ry. T. Rajaram Rao Avargal.	Deputy Collector, in charge of the Ramnad Estate.	„ .	Unable to appear.
82	13	Maulvi Mustak Husain .	Governor of the Eastern Division, Hyderabad.	...	Ditto.
83	14	M.R.Ry. Thumbuswami Mudaliyar Avargal.	Mirassidar, Kumbakonum .	Issues .	Unable to appear. Submitted written replies.
		Thursday, 10th February.			
84	1	Hon'ble T. Muthuswami Aiyar, B.L., C.I.E.	Puisne Judge of the High Court, Madras.	...	
85	2	M R.Ry. T. Ganapati Aiyar, Avargal.	Subordinate Judge, Kumbakonum.	Issues.	
86	3	W. M. Elliot, Esq. . .	Pleader; Public Prosecutor, Cuddapah.	...	
87	4	C. Kunhi Raman Menon .	Editor, *Kerala Patrika* . .	...	Submitted written replies.
88	5	K. Ramachandra Rao .	Mirassidar, Kumbakonum .	...	
89	6	J. R. Upshon, Esq. . .	Public Works Secretariat, Madras.	...	Ditto.
90	7	A. M. Jones, Esq. . .	Deputy Collector, Trichinopoly	...	
91	8	M.R.Ry K. Ramanujachariar Avargal.	First-grade Pleader, Chingleput	Issues.	Unable to appear.
92	9	M.R.Ry. P. Rungiah Naidu Garu, Rao Sahib.	Municipal Commissioner, Madras.	„	Not present.
93	10	M.R.Ry. N. Subha Rao .	High Court Vakil, Rajahmundry.	...	Unable to appear.
		Friday, 11th February.			
94	1	The Hon'ble P. P. Hutchins.	Covenanted Civil Service; Member of the Council of the Government of Madras.	...	
95	2	M. R. Ry. V. Ramiengar, C.S.I.	Late Dewan of Travancore .	...	Submitted written replies.
96	3	M.R.Ry. S. A. Swaminatha Aiyar Avargal.	First-grade Pleader, Tanjore .	Issues.	Do.
97	4	Rev. W. Miller, M. A., LL.D., C.I.E.	Principal and Professor of Literature, Christian College, Madras.	...	
98	5	M. R. Ry. P. C. Anantha Charlu, B. A., B. L.	Delegate of the Mahajana Sabha, Madras.	...	Do.
99	6	J. Tallent, Esq. . .	Government Pensioner . .	Issues.	Unable to appear. Submitted written replies.
100	7	Maulvi Mahomed Siddiq Khan Bahadur.	Judicial Secretary to His Highness the Nizam's Government.	...	Unable to attend.
101	8	Dewan Bahadur R. Ragunatha Rao.	Deputy Collector, Madras; on deputation as Dewan to Maharaja of Indore.	Issues.	Do.
102	9	M.R.Ry. Sathu Sashiar Avargal.	First Assistant, Provincial College, Kumbakonum.	Issues.	Do.
103	10	A. Cornelius, Esq.	Editor, *Madras Standard* .	E.	Not present.

In addition to the witnesses above named M.R.Ry. P. V. Krishnaswami Chettiar Avargal, Vakil, High Court, Madras, and Mr. J. French, Pleader, Madura, were invited to give oral evidence before the Commission, but were unable to do so.

PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

MADRAS PRESIDENCY (INCLUDING COORG.)

VOLUME V.—SECTION I.

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,,	III.—Letter No. 3, dated the 16th of November 1887, requesting detailed information showing the number of charges or offices in which Covenanted and Uncovenanted Officers engaged in the administration were employed, &c.; and the reply No. 2549, dated the 7th of December 1886	45
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,,	V.—Letter No. 102, dated the 22nd of January 1887, calling for a return showing the nationalities and castes of persons employed in the Subordinate Executive and Judicial Services in the Madras Presidency; and the reply No. 239 M., dated the 15th February 1887	48
,,	VI.—Letter No. 112, dated the 5th of February 1887, calling for a return of (1) the number of persons who have passed University Examinations during each of the past ten years, and (2) of the nationalities and castes of such persons; and the reply . . .	49
,,	VII.—Letter No. 131, dated the 7th of March 1887, calling for information showing the extent to which encouragement is offered to Natives of the Madras Presidency by means of Government scholarships or otherwise to proceed to England for the purpose of completing their education; and the reply No.	51
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,,	IX.—Letter No. 133, dated the 10th March 1887, calling for further reply to Question 232, Set A; and the reply thereto	52

PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

VOLUME V.—PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY.

SECTION I, SUB-SECTION B.—INFORMATION SUPPLIED BY THE MADRAS GOVERNMENT

I.

REPLIES OF THE MADRAS GOVERNMENT TO THE QUESTIONS PUT BY THE PUBLIC SERVICE COMMISSION—(SET A).

I.—Working of the existing Statutory System.

What systems of selection or nomination for the purposes of the Statutory rules have been adopted in your province?—(1) Nomination of young men of good family or social position. (2) Examination and nomination combined. The system adopted is explained in G.O., dated 27th January 1885, No. 214 (Appendix I). (3) Nomination from the Uncovenanted Service.

2. What subsidiary rules, if any, have been framed in your province for the purpose of giving effect to the general Statutory rules?—None.

3. How many Statutory Civilians have been appointed in your province under the Statutory rules on the ground of merit and ability proved in the service of Government?—One. Another however has been appointed on account of service in the Berar Assigned Districts, as well as on account of family and social position. His case is included in the answers to questions 35 *et seq.*

4. What positions were persons thus appointed holding in Government service when selected for appointment under the Statutory rules?—Personal Assistant to the Commissioner of Salt and Abkari Revenue.

5. How long had they been in the service of Government when appointed under the Statutory rules?—Twenty years (1 year out of employ).

6. What were their ages respectively (*a*) when they first entered Government service, and (*b*) when they were appointed under the Statutory rules?—(*a*) Sixteen. (*b*) Thirty-seven.

7. How were their merit and ability held to have been proved?—By the knowledge of Government and testimony of officers under whom he served.

8. What appointments did they receive under the Statutory rules?—Assistant and Acting Head Assistant Collector.

9. What rate of pay did they receive (1) immediately before appointment under the Statutory rules, and (2) on appointment under those rules?—(1) ₹500. (2) ₹358 as Assistant Collector; ₹486 as Acting Head Assistant Collector, to which position he was at once appointed.

10. How many Statutory Civilians have been appointed in your province on the ground of merit and ability proved in the practice of a profession?—None.

11 to 15.—Blank.

16. How many persons have been appointed Statutory Civilians in your province on the ground of intellectual qualifications alone?—None on the ground of intellectual qualifications alone, but one was selected for intellectual qualifications combined with social position and general qualities. As to the mode of selection, see G.O. of 27th January 1885, No. 214 (Appendix I).

17. If such appointments have been made, how were the intellectual qualifications of the persons concerned tested?—By examination.

18 to 24. If they were tested by means of an examination, was the examination only a qualifiying examination of candidates previously nominated, or was it a competitive examination amongst candidates previously nominated? In either case, on what grounds were the nominations made? How many candidates were nominated to compete for

each vacancy? To what classes of Native society did the candidates belong? Was the examination an open competitive examination, pure and simple? If so, how many candidates presented themselves for each examination, and how many vacancies were competed for at each examination? To what classes of Native society did the candidates belong?—See Appendix 1. The nominated candidates all belonged to the upper classes of Native society.

25. Were the selections for appointment under the Statutory rules made in accordance with the results of the examination?—See Appendix I.

26. What was the social position of the selected candidates?—His father (a Brahmin) is one of the leading High Court Vakils in Madras and a Member of the Legislative Council.

27. Whatever may have been the nature of the examination, what conditions, if any, were prescribed in regard to the age-limit of candidates?—None.

28 & 29. Whatever may have been the nature of the examination, what conditions, if any, were prescribed in regard to their minimum educational attainments? and in regard to their moral, social and physical fitness?—See Appendix 1.

30. What were the subjects of examination?—See Appendix (1) and a report (confidential) from the President of the Examiners' Committee, which will be put before the Commission in Madras if so desired.

31. If marks were awarded, on what principle were they allotted to each subject?—See Appendix (1) and a report (confidential) from the President of the Examiners' Committee, which will be put before the Commission in Madras if so desired.

32. If marks were not awarded, what relative weight was assigned to each subject?—See Appendix (1) and a report (confidential) from the President of the Examiners' Committee, which will be put before the Commission in Madras if so desired.

33. Under each system of examination what appointments did the selected or successful candidates receive under the Statutory rules?—Probationary Assistant Collectors on R200.

34. What rate of pay did they receive on appointment under the Statutory rules?—Probationary Assistant Collectors on R200.

35. How many Statutory Civilians have been appointed in your province on the ground of high birth, of social position, or general influence?—Six, including the one referred to in Question 16.

36. If Statutory Civilians have been appointed in your province on the ground of high birth, social position, or general influence, were any preliminary qualifications required?—All but two were graduates of the University.

37. If so, what were they?—All but two were graduates of the University.

38. What appointments did persons selected on any of these grounds receive under the Statutory rules?—All began as Assistant Collectors; five on probation, one confirmed at once.

39. What rate of pay did they receive on appointment under the Statutory rules?—*Vide* answer to 48.

40. Have persons been appointed in your province to Covenanted posts on any other grounds than those above mentioned?—No.

41 to 43.—Blank.

44. How many Mahomedans and how many Hindus have been appointed to the Statutory Service in your province?—Two Mahomedans, five Hindus.

45. Have any Eurasians been appointed to the Statutory Service in your province?—No.

46. If not, are there any particular reasons why they have not been appointed?—No.

47. Whatever system of selection or nomination may have been adopted, has it been usual to require a probationary period before the appointment was finally confirmed?—Yes.

48. If so, what have been the incidents of such period as to duration and pay?—Duration of period two years. Pay R200 until 1st Standard is passed; after that R250; on confirmation R358.

49. Has the requirement of a probationary period been waived in the case of any appointments hitherto made under the Statutory rules?—Yes, in two cases.

50. If so, in the case of what appointments and on what grounds?—*Vide* Statement A.

51. To what positions have the persons selected on the various grounds above noted respectively attained in the public service?—Five are Acting Head Assistant Collectors; two Assistant Collectors.

52. Have any practical difficulties been experienced in regard to the promotion of Statutory Civilians after their appointment?—No.

53. How far have Statutory Civilians succeeded in passing the departmental examinations in cases where such examinations were required?—*Vide* Statement A.

54. After what periods from the dates of original appointment were the examinations by the lower and higher standard, respectively, passed in each case?—*Vide* Statement A.

55. In how many cases has there been failure to pass by either test within the two years' probationary period?—As regards 1st standard in two cases. As regards 2nd standard in all cases. *Vide* Statement A.

56. After what periods from the dates of original appointment have Statutory Civilians in your province been confirmed in their appointments?—*Vide* Statement A.

57. Has the period before confirmation in any case extended beyond the probationary period of two years?—*Vide* Statement A.

58. If so, under what circumstances?—*Vide* Statement A.

59. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfac-

tion, is the dissatisfaction general or is it confined to certain sections of the community?—Dissatisfaction, believed to be general.

60. What are the grounds upon which any such feeling is based?—Because the service is not completely thrown open; also perhaps partly because some of the early appointments were somewhat unfortunate.

61. Is the feeling of dissatisfaction, if it exists, directed against the Statute itself (33 Vic., Chapter 3, Section 6), or is it directed against the rules framed thereunder?—Rules chiefly.

62. If the Statute itself is objected to, is it because its provisions admit persons to specific appointments only and not to membership in an organized "Service"?—This has not been particularly alleged. As a matter of fact they have been treated as members of the service and entered in the Civil List.

63. Are the objections based on other and, if so, what grounds?—Not known.

64. If a desire is felt for enrolment in a general service, what are the reasons for this desire?—Obviously that all may be on the same footing.

65. What amendments do you advocate in Section 6 of the Statute?—None.

66 and 67.—Blank.

68. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted?—Yes.

69. Do they relate to the general conditions in regard to pay, promotion, and retiring annuity under which Statutory Civilians hold their offices?—No objections have been raised on this score.

70. Blank.

71. How do Statutory Civilians compare, in regard to their work as public servants, with Native Civilians who have passed in by the channel of the English competition?—We have had small opportunity of judging, but the only Native appointed by competition was far superior.

72. How do Statutory Civilians nominated or selected by competition compare in regard to their work with Statutory Civilians selected on the ground of merit and ability previously proved in the Uncovenanted Service, or other branches of the Government Service, if any such selections have been made?—We have had but one of each. The latter has naturally done the better work, as far as our short experience of him goes.

73. Do Statutory Civilians regard themselves as occupying a position inferior to that of persons who enter the Covenanted Service through the competitive channel?—They must answer this for themselves.

74. Are they so regarded by the general public?—Probably yes.

or

75. By their *confrères* in the service who have entered through the competitive channel?—Assuming *confrères* to mean "Natives," the only one died before any Statutory Civilians were appointed. If Europeans are included, decidedly yes.

76. Blank.

77 to 79. Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted Officers? If so, on what grounds? How is the present Statutory system regarded by members of the Uncovenanted Service?—This will appear better from the answers of the general and Uncovenanted witnesses.

80. Do competitive Civilians, English and Native, and members of the Uncovenanted Service, respectively, stand on a footing of cordiality with Statutory Civilians, or is there any friction between them?—Cordial.

81. Has the Statutory system had the effect of securing men, who in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service?—No. Excepting the one appointed from the Uncovenanted Service.

82. Has the result of the Statutory system been to secure the services of men of better social position and better family than those who usually accept posts in the Uncovenanted Service?—Yes. Certainly in some instances.

83. Do young men among the landed aristocracy or of good family display unwillingness to accept employment under the Statutory Rules?—No.

84. Blank.

85. Has experience shown that the Statutory Civilians of aristocratic family are as punctual and regular in the discharge of their duties as those selected from other classes?—No complaints.

86. Do young men among the landed aristocracy or of good family display unwillingness to accept posts in the Uncovenanted Service, and a willingness to accept employment under the Statutory Rules?—Prefer latter because of its higher status.

87. Blank.

88. How many Natives in your province have been appointed under the Statute 24 and 25 Vic., Chapter 54, Sections 3 and 4, to offices reserved for Covenanted Civilians?—None.

89. When and on what grounds were they appointed?—None.

90. Why was appointment under 24 and 25 Vic., Chapter 54, preferred to appointment under the Statutory Rules?—None.

91. To what offices and on what pay were those persons appointed, and to what offices and pay have they now attained?—None.

92. Is there any marked difference in ability, social position, efficiency or other respects between Natives who have been appointed under 24 and 25 Vic., Chapter 54, and Natives appointed under the Statutory Rules?—None.

93 to 95. Blank.

II.—Mode of Selection of Statutory Civilians.

96. On the assumption* that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your province?—Disapproval.

97. How would a system of nomination to be followed by a period of probation be regarded by the same classes?—Disapproval.

98. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—Certainly, if the power is prudently exercised. Probation is only necessary in the case of young and untried men.

99. Has experience actually shown such a system to secure well-qualified officers?—Yes.

100. Do you consider that nominations should be confined to persons of proved merit and ability?—Yes, most certainly.

101. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—By experience, public repute, and report of responsible officials.

102. How would a system of limited competition amongst persons nominated for this purpose by the Local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded?—The Government would be satisfied, provided they were not absolutely bound to accept the candidate who did best at the examination, but had a right to make selection, taking into account the results of the examination.

103. In preference to either of the above systems (nomination and limited competition), would a system of open competition, pure and simple, for the Statutory Service commend itself to the Native community?—Yes, probably. But only some limited system would be possible in this country.

104. If competition (whether limited or open) is preferred, should there be one competition for all India or separate competitions in each province?—Separate.

105. Blank.

106. Having regard to the varying educational standards reached in the several provinces, and the varying conditions prevalent therein, is it possible to have any one system of selection for all India which would not result in the inhabitants of some provinces being more or less excluded from a due share of appointments?—No.

107. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social, and physical fitness?—Under competition, all three tests should be exacted and the age be 25. Under nomination by proved merit, nothing would be required. Even of untried men nomination properly exercised implies (2) and (3), but the age should be under 25.

108. If so, what should be the tests under each of the heads specified?—For (2), a University degree or special examination.

109. Do you consider that (after selection, whether by nomination or competition,) there should be a period of probation?—Yes, for untried men.

110. If so, what should be the duration of the probationary period?—Two years.

111. Should the period of probation be passed in the ranks of the Uncovenanted Service, or of the Covenanted Service, or in what other manner?—In Covenanted Service.

112. Do you consider that after selection and before entering on probation (or on duty), the person selected should undergo special training?—Certainly, if the man is both untried and untrained; but we would not nominate men who are not even trained.

113. If so, should the special training be carried out in India or in England?—In England, if possible.

114. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—No.

115. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—Yes.

116. If so, what form should such encouragement take?—Payment of passage-money and a small allowance.

117. Should it be offered before, or during, or after the probationary period, if any, through which nominees or selected candidates may be required to pass?—Before.

118. Should it be offered before or after the nominees or selected candidates enter on their duties?—Before.

119. Are you in favour of the establishment of scholarships tenable by Natives in England for the purpose of enabling them to qualify for the Civil or Statutory Service?—Yes. *See* Answer 116.

120. Blank.

121. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England, or have gone to England to add to their qualifications, and those who have not?—No. The distinction, if any, should not depend on a visit to England, but on whether the candidate has passed for the Civil Service or not.

122. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates, is it likely that it would be taken advantage of to any great extent?—No.

* The questions which follow down to No. 118 inclusive are put subject to the same assumption.

123. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—No.

124. Blank.

III.—Competition in England for the Indian Civil Service.

125. What has been the experience in your province, in regard to their work as public servants, of Natives who have entered the Covenanted Civil Service through the competitive channel in England?—There has been only one. His work was good.

126. To what classes of society do such Natives belong?—He was a Chetti by caste.

127. Is there reason to believe that the Natives obtained by this system are the best, as regards character and capacity, who could be procured under any system?—Yes.

128. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—No, as far as can be judged from the few Madras candidates.

129. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition?—Yes.

130. If so, what form or forms should such facilities take?—*See* Answer 116.

131 What conditions, if any, should be attached to them?—Great care must be used in selecting men, but the only possible condition seems to be that State aid will cease on failure to pass periodical examinations.

132. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—It might be done where real merit has been shown.

133. Assuming it to be advisable to appoint to the Statutory Service in India Natives who have failed in the English competition, should such persons receive the same training as successful candidates in England, and be subject to the same final examination?—Yes, where it has been decided to appoint them to Statutory Service.

134. Should they, on appointment to the Statutory Service in India, be subject to the same incidents as apply to other persons appointed under the Statutory rules?—Yes.

135. Can you say what number of Natives belonging to your province have presented themselves annually at the competitive examination in England, and what degree of success they attained?—No.

136. What class or classes of Natives in your province readily go to England?—Native Christians and other non-caste men.

137. Are objections entertained to going to England; and, if so, what are they, and by what classes in particular are they felt?—Castemen—the higher the caste the greater the objection.

138. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all?—No, the same examination.

139 & 140. Blank.

141. If a fixed proportion of appointments were allotted for a Native examination in England, do you consider that, in view of the objections against a voyage to England and life there, the cost thereof and the chances of failure, a sufficient number of suitable candidates from your province would be available to make the competition a real competition?—No.

142 & 143. Blank.

144. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters in any respect place Native candidates at a disadvantage as compared with English candidates?—Yes.

145. If so, in what respects are Native candidates placed at a disadvantage, and what alterations would you recommend with a view to remove that disadvantage?—Natives should have some subject to counterbalance the high marks assigned to classics and perhaps European languages.

146. If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates; and, if so, what should the limits for Native candidates be?—Probably yes, but even a year's difference would give Natives too great an advantage.

147. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—Probably.

148. How do Natives, who have been successful in the English examination since the reduction of age was made, compare, in regard to their work as public servants, with Natives who entered by competition when the limit of age was higher?—We have had none of the former.

149. What is the average age at which Natives at the Indian Universities pass the examinations for F.A., B.A., and M.A., respectively?—Average for last 15 years:—

F.A. . .	19·6
B.A. . .	22·0
M.A. . .	(not available).

150. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your province?—As regards castes, see p. 491 of the Madras University Calendar for 1885-86. The Director of Public Instruction, in paragraph 10 of his report for 1885-86, gives a rough clas-

sification of the proportion of "wealthy," "middle," and "poorer classes," taking a money qualification for each ("richer" classes being those who have ₹500 a *year* or upwards; "middle" between 200 and 500 rupees per annum; "poorer" below that). But no more definite information is on record.

IV.—Competition in India for the Indian Civil Service.

151. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—No. We cannot think it desirable even if the very serious difficulties connected with the *viva voce* examination could be overcome. If any such arrangement is made, there should certainly be a distinct proviso that successful candidates undergo subsequent training in England, while to meet the case of such as are prevented by religious scruples from fulfilling the condition, the Statutory Service, or something analogous, must still be maintained.

152. How would this method of selection be regarded by the Native community generally?—Favorably.

153. If you advocate such a system, would you restrict the competition in India to Natives, and that in England to English candidates, or would you admit both classes freely to either examination?—No restriction necessary.

154. If Native candidates were admitted to the competition in England, while English candidates were excluded from the competition in India, on what grounds could this distinction be justified?—None.

155. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure?—Yes.

156. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—Yes, to Brahmans.

157. Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—Yes, to Brahmans.

158. Do you think there are any objections on political or administrative grounds to open competition in India?—No, none but what appears in the last two answers.

159. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service?—Yes.

160. Under such a system how would it be possible to provide against Natives of a province in which education is comparatively backward being excluded from appointments in their own province?—Impossible.

161. Would a system of provincial examinations be preferable to one examination for the whole of India?—No.

162. Under a system of open competition in India would the successful candidates be regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—Probably not.

163. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—Not favorably. This would make the Statutory system purely competitive and would have no other result.

164 to 167. If an open competition were established in India, what should be the preliminary qualifications required on the part of candidates in regard to age? *and* In regard to minimum educational attainments? *and* In regard to moral, social and physical fitness? *and* In other respects (if any)?—We are wholly opposed to any competition in India, except subject to the same limitations as in England.

168. Should the subjects and conditions of the examination be the same as those prescribed for the competitive examination in England, or should they be different?—We are wholly opposed to any competition in India, except subject to the same limitations as in England.

169. If different, what should they be?—We are wholly opposed to any competition in India, except subject to the same limitations as in England.

170. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is there any reason why the rules in regard to pay, leave, pension, &c., should not also be different?—No.

171. Should successful candidates go through a period of special study in India like the English candidates who spend two years in special preparation?—See Answer 151.

172. Or would it be preferable (*a*) to require them to go to England, or (*b*) to give them the option of going to England, suitable allowances being given to enable them to prosecute their studies there?—*See* Answer 151.

173. Should successful candidates at the Indian competition be required to pass through a probationary period before final appointment?—None but what is imposed on candidates who succeed in England.

174 & 175.—Blank.

V.—Promotion from the Uncovenanted Service.

176. To what extent does the Uncovenanted Service in your province include in its ranks persons eligible on the ground of proved merit and ability for appointment to offices ordinarily reserved for members of the Covenanted Civil Service?—At present only to a small extent.

177. If there are such persons in the Uncovenanted Service, could they be appointed to the lowest grade of the Covenanted Service without suffering in pay?—Not as a rule.

178. Under existing rules as to pay, &c., how would such appointment be regarded by Uncovenanted Officers?—Delighted to get one.

179. Do you think they would be willing to forego pay for the sake of the advantages which admission to the Civil Service might afterwards bring?—Yes.

180. What special provision, if any, do you think should be made for the appointment to Covenanted posts of deserving members of the Uncovenanted Service?—None, if tried men can be appointed to Statutory Service.

181 & 182. Blank.

183. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the higher Covenanted offices withoutrequiring them to pass through the lower grades?—Yes.

184. If certain appointments in the Covenanted grades were set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—No.

185. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—No.

186. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India?"—No.

187. Ought not the Uncovenanted Service equally with the Covenanted Service to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—It is so; the restriction is on the power to appoint without sanction, and that restriction is necessary.

188. Blank.

VI.—Pay, Leave and Pension for Natives of India appointed to Covenanted posts otherwise than through the channel of competition in England.

189. Is the rate* of pay at present granted to Statutory Civilians during probation and on final appointment respectively sufficient?—Quite.

190. Blank.

191. Would these rates of pay be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service?—Yes.

192. Would they be suitable in the case of persons appointed to Covenanted posts from the professional classes?—Yes.

193. Blank.

194. How would you treat in regard to pay such persons if appointed to any of the higher Covenanted posts without being required to pass through the lower grades?—The 64 per cent. would be ample.

195. Do you consider that a difference should be maintained between the rates of pay granted to Covenanted Civilians who enter through the competitive channel in England, and to persons holding Covenanted posts who do not enter through that channel?—Yes.

196. If so, what would you consider the fair rate of reduction to be made in the case of persons holding Covenanted posts who do not enter through the competitive channel in England?—Thirty-six per cent. as now.

197. Would you approve of an arrangement by which the pay of appointments would be a fixed sum to be drawn by the holder whether he is a Covenanted or a Statutory Civilian, with an additional staff allowance to be drawn by those only who enter the service through the examination in England?—The above system is preferred.

198. Can you suggest any other way of providing different rates of pay?—The above system is preferred.

199 & 200. Blank.

201. Have you any remarks to make on the leave rules embodied in the Civil Leave Code which apply to Statutory Civilians?—Present rules sufficient.

202 to 207. Blank.

VII.—General.

208. How far is the existing system of education in the higher schools and colleges in India well adapted for training young men to the public service? Can you suggest any improvements?—It is reasonably well adapted so far as general education goes.

* Two hundred rupees a month on first appointment as probationers. Two hundred and fifty rupees a month after passing the Departmental Examination by the lower standard. After passing the Departmental Examination by the higher standard (unless specially exempted) and after having been confirmed in their appointments, 64 per cent. of what would be the gross pay or salary of the office if it were held by a Covenanted Civil Servant appointed after competitive examination in England.

209. In 1854 Lord Macaulay's Committee were of opinion that the best, the most liberal, and the most finished education to be procured in England was a necessary qualification for admission to the Civil Service. Do Indian schools and colleges at present supply an education of so high a standard?—Yes, nearly so, as far as general instruction goes.

210. Do you consider that Indian schools at present develop the force of character and other qualities required for English administration?—No.

211. What has been the actual experience in your province as to the general efficiency of educated Natives — graduates of the Indian Universities — employed in administrative work?—Good.

212. How have Natives, placed in charge of sub-divisions or in other *quasi*-independent positions discharged their duties in your province?—Fairly.

213. Do we now obtain for Government service Natives of the classes who under Native rule carried on the civil administration of the country?—Yes.

214. Blank.

215. How far would any system of appointment which involves a journey to, and residence in England be regarded by the Native community as open to objection on the ground that it requires Hindu candidates to abandon their caste as a condition of entering the Civil Service?—They do object. Chiefly on this ground.

216. How far would such a system be regarded as open to objection on the ground that it restricts the field of selection to those candidates who are wealthy enough to undertake the cost of a journey to, and residence in England?—This objection is also taken.

217. Are the Natives who go to England from your province for purposes of education limited to the wealthier classes?—Yes.

218. Are they limited to any particular section of the community, or to any particular creed?—No.

219. Does a voyage to, or residence in England involve the loss of social position or other unfavorable consequences in the case of any section of the Native community?—Yes.

220. Does it result in placing those Natives who undertake it more or less out of touch and sympathy with their fellow-countrymen on their return to India?—Yes.

221. Would the requirement of a temporary residence in England as a condition precedent to, or following on, appointment to the Government service, have the effect of excluding from such appointment any considerable or important section of the Native community?—Yes. Brahmans at present.

222. If the Statutory system is discontinued, should special provision be made for the appointment to Covenanted posts of Natives who for religious or other sufficient reasons are unable or unwilling to undertake a journey to and residence in England?—Yes.

223. If so, what provision should be made for this purpose?—Some separate competitive examination followed by a term of training and probation in India.

224. If the Statutory system is discontinued, do you consider that special provision should be made for the appointment to Covenanted posts of capable members of the professional classes?—No.

225. Blank.

226. Whatever system or systems may be adopted, ought power to be reserved to Government to appoint to Covenanted posts candidates of high family subject to such antecedent guarantees of fitness as may be considered sufficient in each case?—The power might be given but only to be exercised in very exceptional cases.

227. Ought similar power to be reserved to Government to appoint to Covenanted posts persons who have proved their merit and ability in Government service, or in the exercise of a profession, without preliminary examination or competition?—The power might be given but only to be exercised in very exceptional cases.

228. If a thorough knowledge of English were made an essential qualification for appointment to Covenanted posts, would the field of selection in the case of persons already in the Uncovenanted Service, or engaged in the exercise of a profession, be unduly limited thereby?—No.

229. Blank.

230. Should provision be made for the occasional appointment in very special and exceptional cases to Covenanted posts of persons of known ability and local influence whom, although they may never have held office and may not possess special professional qualifications, and although their age may exceed the limit laid down for untried candidates, it might nevertheless be considered desirable to appoint to the higher grades for political or other reasons?—No.

231. To what extent, if any, could the prescribed Covenanted Civil Service *cadre* in your province be reduced without increase to the Uncovenanted Service?—Not at all.

232. To what extent could the prescribed Covenanted Civil Service *cadre* in your province be reduced if a corresponding increase were made in the English element of the Uncovenanted Service, or in the Native element, or partly in one and partly in the other?—Hardly at all.

233. Assuming a fixed proportion to be maintained between Europeans and Natives in the Civil Service *cadre*, in what posts or classes of appointments do you consider that Europeans and Natives respectively might be employed with most advantage to the interests of the public service?—It must depend on individual qualifications.

234. Would it be desirable to rule that the proportion of persons, being Hindus and Mahomedans respectively, who are from time to time or over a series of years appointed to the Covenanted ranks in any province, should bear a certain relation to the

number of the two classes composing the population of the province concerned?—No.

235. Blank.

236. How far should appointments in each province to Covenanted posts be restricted to Natives of the province concerned?—No need for any rule.

237. How would the following scheme be regarded by the Native community?—

(1) The Covenanted Civil Service to be reduced to a fixed number of European officers, admission being by competition in England confined to European candidates only.

(2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, Natives only being eligible?—

Practically this is the existing scheme. The views of the Native community would vary with the number of appointments taken from the service.

238. How would you regard such a scheme?—So would our own views.

239. How would the Native community regard the following?—

(1) The Covenanted Civil Service to be reduced to a fixed number of appointments to be filled by competition in England to which Natives and Europeans alike would be admitted.

(2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, both Natives and Europeans being eligible.

—With disapproval.

240. How would you regard such a scheme?—With disapproval.

241. If either of the above schemes were adopted, how would the Native community view a proposal to combine the higher appointments of the Uncovenanted Service with the appointments taken from the Covenanted Civil Service so as to form an enlarged Civil Service to be recruited in India?—They would like it very much.

242. How would you view such a proposal?—With approval, provided the appointments taken from the Covenanted Service are not numerous.

243. How would the Native community regard the following scheme?—

(1) A certain number of appointments in the Covenanted Civil Service to be reserved for Natives;

(2) a certain proportion of that number to be filled by competition or by some other system in India;

(3) the remainder to be filled by competition in England?

—Not with favor.

244. How would you regard such a scheme?—Not with favor.

245. Assuming a system of nomination or of limited competition among nominated candidates, would Native opinion be in favor of giving a preference, as between candidates possessed of certain preliminary essential qualifications and having on general grounds fairly equal claims in the following or any other order, to—

(*a*) members of families of tried loyalty and distinguished service;

(*b*) persons of good social status and influence in the country; and

(*c*) persons of superior educational attainments, such as persons who have taken the degree of M. A.?

—They regard with jealousy any system of selection.

246. What is your opinion as to giving such preference?—Favorable, except that it would be liable to be misunderstood.

247. How would the Native community regard a system of nomination on the ground of merit and ability shown in the service of Government, or in the exercise of a profession, alternating with a system of selection by means of competition, whether entirely open or amongst nominated candidates?—We have tried this, and it has not given satisfaction to the Native community.

248. How would you regard such a system?—We tried it because we approved of it.

249. If the Statutory system were maintained, and if a probationary period were required from nominees or selected candidates before final appointment, would it be necessary to insist upon such probationary period in all cases, *e.g.*, in the case of a person who has done good service in the Uncovenanted ranks?—No.

250. In the case of persons nominated from the professional classes, is it desirable that a probationary period should be prescribed?—No.

251. Blank.

252. On what principles should the promotion of Natives appointed to Covenanted posts otherwise than by the channel of the competition in England be regulated?—On principles analogous to those which regulate promotion in Covenanted Service proper.

253. Would you regulate such promotion only by considerations of fitness and approved personal merit?—On principles analogous to those which regulate promotion in Covenanted Service proper.

254. How would the appointment of Natives to the higher reserved posts without passing through the lower grades affect the vested rights or the reasonable expectations and prospects of officers who entered the Covenanted Civil Service before the year 1870?—Prejudicially of course.

255. If those rights, expectations, or prospects would be prejudicially affected, how could they be safeguarded?—By making very few such appointments.

256. Should Natives appointed to Covenanted posts be required to pass the depart-

mental examinations?—Certainly, if untried men.

257 & 258. Blank.

259. Should the present rule be maintained under which probationers may be confirmed in their appointments at the close of the probationary period of two years, provided that they pass within that period the departmental examination by the lower standard prescribed for Covenanted Civilians appointed in England, no obligatory period being fixed for passing the higher standard, but no promotion or increase of pay being attainable until the higher standard examination has been passed, and power being retained to the Government to dispense with the services of a Statutory Civilian who may fail to pass by the higher standard within a reasonable time?—Yes.

260. What rule in regard to passing the departmental examinations should be applied in the case of persons appointed to Covenanted posts on the ground of merit and ability proved in the service of Government or in the exercise of a profession?—In such a case, examinations would be superfluous.

261. Should subjects of Native States be eligible for appointment to Covenanted posts in British India?—Not necessary. If eligible, they would hardly be selected, as we have plenty of good men of our own.

262. Blank.

263. What system, if any, is at present adopted in your province for bringing into the public service persons who, from their position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeship?—There is no particular system; but vakils are frequently appointed munsifs, and in one case a vakil has been made a Subordinate Judge, and in a few cases young men of position and promise have been made Deputy Collectors after a period of probation. This works well.

264. Blank.

VIII.—Composition, Recruitment, &c., of the Subordinate Executive and Subordinate Judicial Services.

265. Of what different classes of appointments is the Subordinate Executive Service in your province composed, including in the term "Subordinate Executive Service" all Subordinate Executive offices down to and including the office of tahsildar or other offices corresponding to that of tahsildar which are not reserved by law for, or not ordinarily held by, members of the Covenanted Civil Service?—Two classes—1, Deputy Collectors; 2, Tahsildars.

266. Into what grades is each class of the above Executive appointments divided in your province, and of how many appointments does each grade consist?—Statement B.

267. What rate of pay is attached to each grade?—Statement B.

268. Of what different classes of appointments is the Subordinate Judicial Service in your province composed, including in the term "Subordinate Judicial Service" all Subordinate Judicial offices down to and including the office of munsif or other offices corresponding to that of munsif which are not reserved by law for, or not ordinarily held by members of the Covenanted Civil Service?—Statement B.

269. Into what grades is each class of the above judicial appointments divided in your province, and of how many appointments does each grade consist?—Statement B.

270. What rate of pay is attached to each grade?—Statement B.

271. In the existing Subordinate Executive Staff how many persons are (1) Europeans; (2) Natives of India of pure descent; (3) Eurasians and others, who, though not Natives of India of pure descent, fall within the meaning attached to the words "Natives of India" by the Statute of 1870 (33 Vic., Cap. 3, section 6); and (4) persons who are neither Europeans nor Natives of India whether of pure descent or within the statutory meaning?—Statement C.

272 What particular appointments in the Subordinate Executive Service are at present held in your province by persons falling under each of the above classes?—Statement C.

273. What rates of pay are attached to the appointments thus held in each case?—Statement C.

274. What particular appointments in the Subordinate Judicial Service are at present held in your province by persons falling under each of the above classes?—Statement C.

275. What rates of pay are attached to the appointments thus held in each case?—Statement C.

276. Under what system of selection or nomination are appointments at present made in your province to the Subordinate Executive Service, as above defined?—Deputy Collectors are appointed by Government; Tahsildars are virtually appointed by the Collector, but the nomination requires the sanction of the Board of Revenue, and, as regards the Tahsildar's magisterial capacity, of Government.

277. Under what system are appointments similarly made to the Subordinate Judicial Service, as defined above?—District Munsifs are appointed by the High Court; Presidency Magistrates and Small Cause Court Judges by Government; Subordinate Judges are appointed by Government on the recommendation of the High Court.

278. Have any rules been framed for the purpose of regulating such appointments, and if so, what are they (*a*) in the case of the Subordinate Executive Service, and (*b*) in that of the Subordinate Judicial Service?—No.

279. What preliminary qualifications, if any, are required in the case of the Subordinate Executive Service and in that of Subordinate Judicial Service, respectively, in regard to the age of candidate?—A man not already in the service of Government cannot, as a rule, be appointed if he is over 25, without special sanction from Government. Pleaders, however, can be appointed to Judicial offices up to the age of 30—*vide* section 115 of Civil Pension Code.

280. In regard to their educational attainments?—A qualifying examination is fixed for each class of appointments.

281. Blank.

282. In other respects (if any)?—A certain period of service in lower appointments is required before appointment to a Tahsildari.

283. Are the same qualifications, if any, required on the part of the holders of all appointments in the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, or are different qualifications required on the part of candidates for different classes of appointments?—Different for different classes.

284. If the latter, what are the qualifications required, and to what class or classes of appointments do they respectively apply?—See schedule of Special Tests (Appendix 2) and previous answers.

285. Are appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, made on probation?—Not generally.

286 to 288. Blank.

289. What departmental examinations (if any) are persons appointed to the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, required to pass?—There are separate departmental examinations for (*a*) Tahsildars, (*b*) Deputy Collectors, (*c*) District Munsifs and Subordinate Judges.

290. Within what period (if any) from the date of original appointment must such examinations be passed?—Must be passed before appointment.

291. Blank.

292. How is promotion regulated in the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined?—See 294.

293. Does such promotion depend on fitness only or merely on seniority?—See 294.

or

294. Is it regulated by considerations of fitness combined with considerations based on seniority?—Yes.

295. Blank.

296. How is the present system of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, regarded by influential sections of the Native community?—It is not thought that they are dissatisfied.

297. Has the existing system the effect of securing for the Subordinate Executive and Subordinate Judicial Services, respectively, persons who are found to be thoroughly qualified for the performance of their duties?—Certainly.

298. To what sections of Native society do the persons belong who accept, under existing conditions, appointments in the Subordinate Executive and Subordinate Judicial Services respectively?—To all sections.

299. To what extent do Natives of good family and education in your province offer themselves as candidates for Subordinate Judicial and Executive appointments?—Freely. Government service is most sought for.

300. Do Natives who have been to England for purposes of study on their return to India willingly accept such appointments?—Most willingly.

301. How far are such appointments in your province restricted to persons *bonâ fide* resident in (and connected with) the province?—There is no rule, but practically outsiders have not been appointed.

302. How far are the professional classes represented in the Subordinate Executive and Subordinate Judicial Services, respectively, in your province?—Largely in the Judicial.

303. Do members of the professional classes in your province readily accept employment in those services?—Very readily.

304. Whatever system or systems may at present be adopted for the purpose of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, are any class or classes of persons expressly or practically excluded from such appointments?—Europeans are practically excluded, the Secretary of State's sanction being necessary.

305. Blank.

306. Is it the case that certain classes of Uncovenanted appointments are practically reserved for Natives of pure descent owing to the fact that conditions are imposed which have resulted in shutting out Eurasians and other Statutory Natives of mixed descent?—No.

307. Blank.

308. What has been the effect on the efficiency of the Subordinate Executive and Subordinate Judicial Services in your province of the orders of the Government of India, dated 18th April 1879, which debar, unless with the previous sanction of the Governor-General in Council, (1) the appointment of any person, not being a Native of India within the Statutory meaning, to an office carrying a salary of ₹200 a month or upwards; and (2) the promotion to such an office of persons, not being Statutory Natives, who entered the Department concerned after the 1st January 1879?—Notwithstanding the practical exclusion of Europeans, the services are efficient.

309. Since the issue of the orders above cited, have any undomiciled Europeans or other persons, not being Statutory Natives of India, been appointed either to the Subordinate Executive Service or to the Subordinate Judicial Service in your province?—Yes.

310. If so, how many such persons have been appointed, and under what circumstances were the appointments made?—Mr. J. W. Handley, M. A., as First Judge of the Small Cause Court, Madras. He is a Barrister-at-Law and was previously Government Pleader.

Colonel J. M. Smith, as Chief Presidency Magistrate. He was previously Pension Paymaster and Acting District Magistrate, Bangalore. The appointment is, besides, one of the exceptions to the rule.

Mr. W. E. T. Clarke, B.A. (Barrister-at-Law), as Subordinate Judge, Ootacamund. This appointment was made under the sanction of the Secretary of State on account of the peculiar circumstances of the district.

311. Is it, in your opinion, necessary that there should be a proportion of Europeans either in the Subordinate Executive Service or in the Subordinate Judicial Service, or in both of those services?—Not necessary, but probably expedient.

312 & 313. Blank.

314. How do European members of the Subordinate Executive and Subordinate Judicial Services, respectively, work with Native members of those services?—Well.

315. Has experience shown that Europeans serving in such capacities become dissatisfied with their position and with the general conditions as to pay, promotion, and retiring annuity under which they hold their appointments, and that their efficiency as public servants is consequently impaired?—Not more dissatisfied as a class than other people.

316. Are you in favour of laying down a rule that high educational capacity should be regarded as an essential qualification for appointment to the Subordinate Executive and to the Subordinate Judicial Services as defined for the purposes of these questions?—The Government in the former case, and High Court in the latter, have ruled that after the year 1885 no person not in Government service, and after 1889 no person whatever, shall be admitted to the special tests prescribed by them respectively unless he has passed the F. A. Examination. We adhere to this rule.

317. If so, what test would you apply?—The Government in the former case, and High Court in the latter, have ruled that after the year 1885 no person not in Government service, and after 1889 no person whatever, shall be admitted to the special tests prescribed by them respectively unless he has passed the F.A. Examination. We adhere to this rule.

318. Blank.

319. Generally, what system do you advocate for filling appointments in the Subordinate Executive and Subordinate Judicial Services as above defined?—No change is necessary.

320 to 323. Blank.

324. If an open competitive examination were held in India for the Covenanted posts reserved for Natives, would persons who gained high marks in that examination and showed decided proficiency, but who failed to secure a place amongst the successful candidates, form suitable nominees for Subordinate Judicial and Executive appointments in the Uncovenanted service?—*Primâ facie* yes, but it might well be left to Local Governments to give due weight to such considerations.

STATEMENT A.

Questions 50 and 53 to 58.

Statutory Civilians.	Date of		Date of passing	
	First appointment.	Confirmation.	First standard.	Second standard.
1. K. C. Manavedan Raja	4th June 1880.	26th Aug. 1882 .	18th Jan. 1882.	19th July 1882.
2. C. Venkata Jagga Row	22nd Dec. „ .	12th April 1883 .	16th „ 1883.	18th Jan. 1886.
3. Mir Shujáat Ali Khan	15th „ 1881.	27th Aug. 1884 .	18th July „ .	24th July 1884.
4. Muhammad Raja Khan	3rd Nov. 1882.	On first appointment.	Exempted .	Exempted.
5. T. Swaminatha Iyer	22nd „ 1883.	27th Jan. 1886 .	20th Jan. 1885.	Not yet passed.
6. T. Varada Row .	24th July 1885.	Still on probation .	Not yet passed .	Do.
7. P. Ramchandra Row	16th Dec. „ .	On first appointment.	Exempted .	Exempted.

Nos. (4) and (7) had held important and responsible appointments; the former as Attaché to the Residency at Hyderabad and Assistant Commissioner in the Berars, the latter as Personal Assistant to the Commissioner of Salt Revenue before nomination to the Statutory Service, and were accordingly appointed without a period of probation. For the same reason they were exempted from passing the Standard examinations. (1) and (5) were confirmed very soon after their two years were up. In the case of (2), the delay was due to the result of his First Standard examination being awaited; in the case of (3), to the report of the Collector of his first district note having been favourable.

STATEMENT B.

Subordinate Executive Service.

Questions 265 266, and 267.

Class of appointments.	Grades.	Number of appointments in each grade.	Rate of pay attached to each grade.
			R
Deputy Collectors (51) *	First class	1	700
	Second „	4	600
	Third „	8	500
	Fourth „	17	400
	Fifth „	12	300
	Sixth „	9	250
		Total . 51	
Tahsildars (155)	First grade (not personal but local).	13	250
	Second „	24	225
	Third „	39	200
	Fourth „	41	175
	Fifth „	38	150
		Total . 155	

* *Note.*—Only 46 of these appointments are at present filled. But there are besides 20 Temporary Deputy Collectors in districts where there is no Assistant of six months' standing at head-quarters and on special duty.

Subordinate Judicial Service.

Questions 268, 269, and 270.

Presidency Small Cause Court Judges (3).	Not graded	First Judge	2,000
		Second and Third Judges.	1,000
Presidency Magistrates (4)	Do.	Chief Magistrate	1,200
		Second „	1,000
		Third „	800
		Fourth „	800
Subordinate Judges (14)	First grade	3	800
	Second „	5	650
	Third „	6	500
		Total . 14	
District Munsifs (106)	First grade	25	400
	Second „	25	300
	Third „	25	250
	Fourth „	31	200
		Total . 106	

STATEMENT C.

Questions 271, 272, 273, 274, and 275.

Europeans.		Natives of pure descent.		Eurasians and other Natives of India.		Persons who are neither Europeans nor Natives of India.	
Number.	Rates of pay.	Number.	Rates of pay.	Number.	Rates of pay.	Number.	Rates of pay.
Subordinate Executive Service.							
Deputy Collectors.							
	Rs.		Rs.		Rs.		Rs.
1	700	.....	.....	.....	.....	...	...
2	600	1	600	1	600	...	...
1	500	4	500	3	500	...	...
		13	400	2	400	...	...
		9	300	1	300	...	...
		8	250	1 (Temporary).	250	...	...
		19 (Temporary).	250	.....	.....	...	...
Total . 4		54		8			
Tahsildars.							
		13	250	.....	.....	...	...
		24	225	.....	.....	...	...
		39	200	.....	.....	...	...
		39	175	2	175	...	...
		38	150	.....	.....	...	...
Total .		153		2			
Subordinate Judicial Service.							
Small Cause Court Judges.							
1	2,000	2	1,000	.....	.....	...	...
Presidency Magistrates.							
1	1,200	.....	.....	.....	.....	...	...
		.....	.....	1	1,000	...	...
		2	800	.....	.....	...	...
Subordinate Judges.							
		2	800	1	800	...	...
1	650	4	650	.....	.....	...	...
		6	500	.....	.....	...	...
Total . .		12					
District Munsifs.							
		24	400	1	400	...	...
		25	300	.....	.....	...	...
		24	250	1	250	...	...
		27	200	4	200	...	...
Total . .		100		6			

APPENDIX I.

G.O., dated 27th January 1885, No. 214, Public.

Read the following papers:—

From A. MACKENZIE, Esq., Secretary to the Government of India, Home Department (Public), to the Chief Secretary to the Government of Madras, dated Simla, 5th September 1884, No. 33-1386.

From MR. JUSTICE BRANDT, dated 12th January 1885, reporting the result of the final examination of candidates for the Statutory Civil Service.

Order—dated 27th January 1885, No. 214, Public.

The Governor-General in Council having invited the opinion of His Excellency the Governor in Council upon the general question of the best mode of improving the working of the existing rules for the admission of Natives of India to the Statutory Civil Service, and upon certain specific proposals for that purpose, the matured views of this Government were communicated to the Government of India in the Chief Secretary's letter, No. 1332 (Public), dated 18th June 1884.

2. In the letter read above from the Secretary to the Government of India, Home Department (Public), His Excellency the Governor in Council was informed that there would probably be one appointment to the Statutory Civil Service in Madras for that year, and was requested to submit, in due course, the names of three candidates selected for the appointment. It was intimated that as the revision of the Statutory Rules was still under consideration, the Government might, on the present occasion, select its candidates in any manner that appeared desirable, special regard being paid (in the case of candidates whose merits and abilities had not been already proved by employment in the public service,) to educational attainments and proficiency; and, in conclusion, it was requested that, in submitting the names of the persons selected, full information might be given as to their qualifications and as to the mode of selection adopted.

3. His Excellency the Governor in Council thereupon resolved, as a temporary measure and pending the final revision of the rules, that the selection should be made in the following manner:—There was to be, in the first place, a preliminary examination of the candidates whose names had already been registered as applicants for admission to the Statutory Civil Service, this examination being of a qualifying character, and to be used as a means of eliminating candidates of inferior educational attainments. The candidates who passed this preliminary test were then to compete together in an examination of a very high order; the names of the five gentlemen most highly distinguished in this final examination were to be certified to Government in alphabetical order.

4. The arrangements for both examinations were made in communication with the Director of Public Instruction, and, in prescribing the preliminary test, it was assumed that the general educational qualifications of the candidates would approximate the standard of the Arts Degree in the Madras University, and that a test in that course was best calculated to gauge the intellectual calibre and mental culture of the candidates. An examination framed with this object was held at Madras under the presidency of Mr. A. T. Arundel, C.S., in the middle of November last. Forty-seven candidates were eligible for admission, of whom fifteen presented themselves for examination, and of these nine were declared by the examiners to have qualified for admission to the final competition.

5. This competition consisted of an examination of a very high order in English Language, Literature, and History, and in General Jurisprudence, with Indian History as an alternative subject for those candidates who had not graduated in Law and did not elect to be examined in it. A paper was also set containing searching questions in Political and Physical Geography, and each candidate was allowed to receive extra marks for proficiency in Chemistry, Botany, or Geology. The examination was held in Madras on the 15th December under the presidency of the Hon'ble Mr. Justice Brandt, C.S., and he reported that, in the opinion of the examiners, in which he concurred, the following three candidates, whose names were given in alphabetical order, had so completely distanced the others as to be alone entitled to be placed in the 1st Class:—

Rájagopála Chári, P.
Subba Ráo, T.
Varadha Ráo, T.

6. His Excellency the Governor in Council congratulates these gentlemen on having so greatly distinguished themselves in the competition now concluded, and will have the pleasure of recommending one of them for appointment by the Viceroy and Governor-General in Council to be a Member of the Civil Service of Madras, and will keep all of them in view as persons well deserving employment of a responsible character in the public service.

7. In conclusion, the Government desire to thank the Hon'ble Mr. Justice Brandt and Mr. A. T. Arundel and each of the examiners for the trouble they have taken in presiding over and in conducting these important examinations.

(True Extract.)

(Signed) E. F. WEBSTER,
Chief Secretary.

To the Hon'ble Mr. Justice Brandt.
„ A. T. Arundel, Esq., C. S.
„ The Director of Public Instruction.
„ M.R.Ry. P. Rájagopála Chári.
„ „ T. Subba Ráo.
„ „ T. Váradha Ráo.

G.O., dated 14th October 1884, No. 2239, Public.

Read—the following letter from H. B. GRIGG, Esq., M.A., Director of Public Instruction, to the Chief Secretary to Government, dated Madras, 3rd October 1884, No. 7207 :—

In reply to G.O., dated 29th September 1884, No. 2122, I have the honour to submit for consideration a scheme of examination. In drawing up this scheme, I have assumed that no person will be admitted to the examination whose general educational qualifications do not approximate the standard of the Arts Degree in this University. The subjects chosen are all studied by students in their Arts course, and I think a test therein is better calculated than any other test to ascertain the intellectual calibre and general culture of the candidates, which is, I think, the chief end to be attained.

2. The examination in English will extend over two days exclusive of *vivâ voce*. It is intended to test a candidate's general knowledge of English literature and of the English language and of his knowledge of the books he has read (*vivâ voce*) including the power, so seldom possessed, of translating from the candidate's mother-tongue into English. Considering that, after all, the knowledge to be tested by this examination is the key to all other knowledge and progress in this country, I do not think its importance is over-rated in allowing one-half of the total marks for the whole examination for this subject. I would note, in testing a candidate also in the books he professes to have studied, I am following the rule of the Civil Service Commission; only, in view of the fact that the interval to be allowed for preparing for the examination will, I assume, be short, I have confined the test in such books to the oral examination.

3. The examination in second language calls for no special remarks. It corresponds with the University scheme except in two points—in (*a*) confining the translation test to translation from English into the second language, and (*b*) in omitting text-books from the written examination. The latter change is proposed for the same reason as in English, the former because a translation test has been introduced into the English branch. If necessary, however, the second translation might be introduced into this branch also, although I think it hardly necessary to do so.

4. As regards History—English History is now read for the B.A. course, Indian for the Matriculation, so that every senior University student should have a fair knowledge of these subjects. The questions, however, should be such as would test intelligent study of the subjects, and not a mere knowledge of names and dates.

5. The examination might be supplemented by a fourth or optional branch, in which the candidate might elect to be examined in one of the following subjects—the optional branches of the present B.A. course :—

(*a*) Logic and Moral Philosophy.
(*b*) Mathematics and Natural Philosophy.
(*c*) Chemistry and Physics.

I do not, however, advise the extension of the examination for the present at least.

6. I propose a *vivâ voce* examination in each branch. No *vivâ voce* examination now exists in the Arts examinations of the University, and it is one of the greatest defects, though at present unavoidable, of the system of University examinations.

7. As regards the conduct of the examination, I would entrust it wholly to a Board to assemble at Madras consisting of the following gentlemen :—

Mr. A. T. Arundel, C.S., President.
„ J. A. Davies, C.S.
„ G. H. Stuart, Principal, Kumbakonam College.
Dr. John Bradshaw, Inspector of Schools, Fourth Division.
Mr. D. Sinclair, Principal, Church of Scotland Mission High School.

This Board would arrange among themselves for the conduct of the examination in English and History. As regards the examination in a second language, I would suggest

the following names, but these examiners should work in subordination to the Board but not be members, the Board being responsible for the conduct of the examination :—

Sanskrit—Mr. Arthur Thompson, C.S.
Latin—Mr. R. B. Michell.
Arabic, Persian, Hindustani } Rev. E. Sell, B. D.
Tamil—Dr. H. Bower, D. D.
Telugu—Y. Venkataramayya Sastri.
Malayalam—Mr. L. Garthwaite.
Canarese—Dr. C. D. Macleane.

Order—dated 14th October 1884, No. 2239, Public.

The scheme proposed by Mr. Grigg is approved as revised below. He will accordingly carry out the arrangements for the examination.

2. The following gentlemen will be appointed to conduct the examination :—

Mr. A. T. Arundel, C.S., President,
„ J. A. Davies, C.S.
„ G. H. Stuart, Principal, Kumbakónum College,
Dr. John Bradshaw, Inspector of Schools,
Mr. D. Sinclair, Principal, Church of Scotland Mission High School,

with whom will be associated the gentlemen named at the end of paragraph 7 for the purpose of the examination in a second language.

3. His Excellency the Governor in Council considers that the examination, which should be held in Madras, should take place in the week beginning 10th November next. Notice of this arrangement will accordingly at once be sent to the candidates whose names are now on the list, and who will at the same time be informed of the further examination which it is proposed to hold and at which those successful in the first will have to appear.

4. The final examination will be held early in December, and will embrace the subjects mentioned by Mr. Grigg, together with History and Law. At this examination a Civilian of high rank should preside, and the Director is requested to submit the names of the examiners who are to constitute the second Board.

(True Extract.)

(Signed) E. F. WEBSTER,
Chief Secretary.

To the Director of Public Instruction,
and for communication to the gentlemen named.

APPENDIX I.

SCHEME OF EXAMINATION.

BRANCH I—ENGLISH.

	Hours.	Paper.	*Viva voce.*
1. English Literature	3	100	50
2. English Language	3	100	40
3. Translation from the Vernacular of the candidate into English	2	40	...
4. Essay	3	80	...
5. Reading aloud and Conversation		40	...
		450	

BRANCH II—SECOND LANGUAGE.

(*Sanskrit, Arabic, Persian, or a South Indian Vernacular at the option of the Candidate.*)

	Hours.	Paper.	*Viva voce.*
1. Grammar, Structure, and Idiom	3	100	30
2. Translation of passages from English into the Second Language	3	70	...
		200	

BRANCH III—HISTORY.

	Hours.	Paper.	*Viva voce.*
1. History of England	3	100	25
2. History of India	3	100	25
		250	

The questions to be of a general character and calculated also to test the candidate's knowledge of the geography of the countries concerned.

Candidates failing to obtain one-fourth marks in each branch or one-third on the whole to be rejected.

APPENDIX II.

SPECIAL TEST EXAMINATIONS.

Lists of Tests.

I-A.—Judicial Test.—Civil—Higher Grade.
I-B.— Do. do. Lower Grade.
II-A.— Do. Criminal—Higher Grade.
II-B.— Do. do. Lower Grade.
III-A.—Revenue Test—General—Higher Grade.
III-B.— Do. do. Lower Grade.
IV.— Do. Salt Department.
V.— Do. Sea Customs.
VI.—Account Test.
VII-A.—Translation—Higher Grade.
VII-B.— Do. Lower Grade.
VIII-A.—Précis-writing Test—Higher Grade.
VIII-B.— Do. Lower Grade.

Schedule showing the nature of the Test and the designation of the Offices for which each is prescribed.

I-A.—Judicial Test—Civil-Higher Grade.

Offices.

1. Subordinate Judge. | 2. District Munsif.

Examination fee—R 10.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) The Indian Evidence Act I of 1872	30	90
(*b*) Code of Civil Procedure	40	120
(*c*) The Indian Contract Act IX of 1872	25	75
(*d*) Collet's Manual of the Law of Torts and Measure of Damages	25	75
(*e*) Thompson's Manual of Hindu Law	15	60
(*f*) Sadagopa Charlu's Manual of Muhammadan Law	15	60
(*g*) Equity, comprising "The Specific Relief Act, 1877," and pages 57—288 of the 6th Edition of Goldsmith's Doctrine and Practice of Equity	15	60
Total	...	540

Remarks.

1. The examination will be conducted in English, unless for special reasons any candidate is permitted, by order of Government, to pass in the Vernacular.*

2. No candidate will be permitted to take up any of the Judicial Tests together with Test III in either grade.

3. The candidates shall be ranked in the order of proficiency as determined by the total marks obtained by each, and shall be arranged in two classes, the first consisting of those who have obtained not less than three-fifths of the aggregate number of marks, the second consisting of those who have obtained not less than two-fifths of the aggregate number of marks.

4. Candidates failing to obtain the minimum marks in each subject and two-fifths of the total marks shall not pass.

Note.—Test I-A will be held till 1889 for persons employed in the Judicial Department of the British Service.

* By orders of 18th May 1867, Judicial Department, and 10th May 1869, Revenue Department, Government have twice decided that, *except under very special circumstances*, a departure from this rule cannot be permitted, a knowledge of English being deemed essential for the higher offices for which the Special Tests have been prescribed.

I-B.—Judicial Test—Civil—Lower Grade.

Offices.

1. Sheristadar in the High Court (Appellate Side), District Courts, Subordinate Judges' Courts.
2. Chief Clerk or Manager, Egmore Police Court.
3. Head Writer in District Courts and Subordinate Judges' Courts.

Examination fee—R6.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) Code of Civil Procedure	30	120
(*b*) Limitation Act	15	60
(*c*) Stamp Act	15	60
(*d*) The Indian Evidence Act I of 1872	22	90

Remarks.

1. Candidates shall be ranked in the order of proficiency as determined by the total marks obtained by each, and shall be arranged in two classes, the first consisting of those who have obtained not less than one-half of the aggregate number of marks, the second consisting of those who have obtained not less than one-third of the aggregate number of marks.
2. Candidates failing to obtain the minimum marks in each subject and one-third of the total marks shall not pass.
3. *Vide* remarks 1 and 2 under I-A.

II-A.—Judicial Test—Criminal—Higher Grade.

Offices.

1. Subordinate Judge.
2. District Munsif.
3. Deputy Collector and Magistrate.
4. Subordinate Magistrate of the First Class.
5. Chief Clerk or Manager, Egmore Police Court.

Examination fee—R 7.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) The Indian Evidence Act I of 1872	30	90
(*b*) Mayne's Indian Penal Code	40	120
(*c*) Code of Criminal Procedure	40	120

Remarks.

Vide remarks 1, 2, 3 and 4 under I-A.

II-B.—Judicial Test—Criminal—Lower Grade.

Offices.

1. Tahsildar and Second-class Sub-Magistrate; Taluk Sheristadar and Second-class Sub-Magistrate; Second-class Sub-Magistrate and Deputy Tahsildar; Second and Third-class Sub-Magistrates.
2. Sheristadar in the High Court (Appellate Side), District Courts, and Subordinate Judges' Courts.
3. Police Inspector.
4. Head Writer in District Courts and Subordinate Judges' Courts.

Examination fee—R 6.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) The Indian Evidence Act I of 1872	22	90
(*b*) Indian Penal Code	30	120
(*c*) Criminal Procedure Code	30	120

Remarks.

1. The papers set in the examination for this grade will be of an easier description than those set on the same subjects in the examination for the higher grade.

2. The examination will be conducted in English, except in the case of persons continuously in the public service since 1st January 1859, who will be permitted to be examined in a Vernacular.

This exception does not extend to Sheristadars, who must pass in English.

3. *Vide* remark 2 under I-A and remarks 1 and 2 under I-B.

III-A.—Revenue Test—General—Higher Grade.

Offices.

1. Deputy Collector and Magistrate.
2. Uncovenanted Assistant in the Office of the Board of Revenue.
3. Sheristadar to the Board of Revenue.

Examination fee—₹9.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) Regulations and Acts applicable to the various branches of the Revenue	40	120
(*b*) Circular Orders of the Board of Revenue	30	90
(*c*) Rules of the Stamp Department as contained under the chapter relating to Stamps in Dr. Macleane's Circular Orders of the Board of Revenue, page 56	15	60
(*d*) Civil Account Code, Volume I, 4th Edition	20	50

Remarks.

1. The examination will be in English.
2. This test cannot be taken up with any Judicial Test.
3. Questions on the Standing Orders of the Board of Revenue for the Revenue Test, General, will be set from Dr. Macleane's Edition.
4. *Vide* remarks 3 and 4 under I-A.

III-B.—Revenue Test—General—Lower Grade.

Offices.

1. Huzur Sheristadar.
2. Second-class Sub-Magistrate.
3. Tahsildar and Deputy Tahsildar.
4. Taluk Sheristadar.
5. Sub-Collector's Sheristadar and Head Clerk.
6. Head Assistant's Head Clerk.
7. Abkári Superintendent and Deputy Superintendent, Madras.

Examination fee—₹7.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) Regulations and Acts applicable to the various branches of the Revenue	25	100
(*b*) Circular Orders of the Board of Revenue	20	100
(*c*) Civil Account Code, Volume I, 4th Edition, Chapters I to VII, XIII, XVII, XXVIII and XXIX	20	60

Remarks.

1. The Revenue papers set for this grade will be easier than those set for the higher grade, and will refer only to those portions of the Regulations, Circular Orders, &c., a knowledge of which is requisite in the offices above named to which this test is made applicable.

2. The examination will be conducted in English, except in the cases of persons continuously in the public service since 1st January 1859, who will be permitted to be examined in a Vernacular.

3. This test cannot be taken up with any Judicial Test.

4. *Vide* remarks 1 and 2 under I-B.

IV.—Revenue Test—Salt Department.

Subjects in which separate papers will be set.	Time allowed for each paper.	Percentage of full marks required for a pass.		Remarks.
		Higher Grade.	Lower Grade.	
Test A.—Criminal Law.	Hrs.			
(i) Indian Penal Code	3	30	25	The grades of this test will correspond with the existing Special Tests II-A and II-B, respectively, but candidates will be allowed to pass on obtaining the lower minimum marks here stated.
(ii) Indian Evidence Act . . .	3	25	20	
(iii) Criminal Procedure Code . . .	3	30	25	
Test B.—Salt.				
(i) The salt laws and rules passed thereunder having the force of law.	2	50	33	The higher grade examination will include the Salt laws in force throughout India, as well as the Laws and Rules in force in the Madras Presidency. Candidates may pass the several branches of this test at different examinations. There will be no examination according to a lower grade in branches iii, iv, and v of this test.
(ii) The standing orders of the Board of Revenue relating to Salt, and also those falling under the heads of Government Lawsuits, Treasury and Finance, Contingencies, Office Routine, Public Servants, and Weights and Measures, with the corresponding appendices so far as applicable to the Salt Department; the Circular Orders of the Commissioner of Salt Revenue, and the practice of the department in cases not specially provided for by Standing or Circular Orders or by Rules.	3	50	33	
(iii) The Report of the Salt Commission, 1876.	1½	30	...	
(iv) Dr. Ratton's Hand-book of Common Salt.	1	40	...	
(v) The Manufacture and Chemistry of Saltpetre.	½	40	...	
Test C.—Accounts.				
(i) The Financial Codes and the Civil Travelling Allowance Code, so far as they relate to Uncovenanted officers employed in the Salt Department; and the Civil Account Code; Chapters 1—6, 10 and 17, 3rd Edition.	2	30	...	The several branches of this test may be passed at separate examinations. There will be no examination according to a lower grade in branch i of this test.
(ii) The method of keeping the accounts and rendering the returns in use and required in the Salt Department.	3	50	25	
Test D.—Engineering.				
(i) Surveying with chain and compass; keeping a field-book; and plotting an ordinary survey of fairly level country to a simple scale.	2	40	25	The several branches of this test may be passed at separate examinations. There will be no examination according to a lower grade in branch ii of this test.
(ii) The theory and practice of levelling, including the use and adjustments of the dumpy level; also the keeping a field-book and drawing sections to simple scales.	2	40	...	
(iii) The mensuration of planes and solids.	1	50	30	
(iv) The preparation of plans and estimates for, and the execution of simple construction and repair works of the following descriptions, such as are in ordinary use in the department— (*a*) Roads, including small bridges. (*b*) Offices, peons' lines, &c. (*c*) Embankments and channels.	3	60	40	

IV.—REVENUE TEST—SALT DEPARTMENT—*continued.*

Subjects in which separate papers will be set.	Time allowed for each paper.	Percentage of Full Marks required for a pass.		Remarks.
		Higher Grade.	Lower Grade.	
	Hrs.			
Test E.—Linguistic.				
(i) Ability to converse fluently in a vernacular language spoken in the Madras Presidency, other than Hindustani.	...	40	...	There will be only one grade in this test. It must be passed in two Vernaculars, one of which must be Tamil or Telugu, and the other not Hindustani. The examination in branches i and ii will be entirely *viva voce*. All branches of this test must be passed simultaneously. The marks allowed will be— Branch i . . . 100 „ ii . . . 50 „ iii . . . 30 An aggregate of 90 marks must be obtained in order to pass.
(ii) Reading an arzi, badly written in a difficult hand and badly spelt.	...	40	...	
(iii) Writing an order in the Vernacular .	½	33	...	

2. The examinations in Tests A, B, C, and D will be annual, and will be conducted by the Commissioner for the Uncovenanted Civil Service Examinations. Three months' notice will be given of the dates fixed for these examinations. Candidates will be required to pay the following fees on each occasion of their appearance for any test or branch of a test:—

	R
For each test, or branch of a test, according to the higher or only grade . . .	7
Ditto ditto ditto lower grade . . .	5

3. Candidates for Test D, Higher Grade, will further be required to execute and plot a simple survey, and also to run, and draw the section of, an easy line of levels before a Local Committee, composed of an officer of the Public Works Department and of an Assistant Commissioner or other superior officer of the Salt Department. Two-thirds of full marks must be obtained for a pass in practical surveying and levelling. The time to be allowed for surveying and levelling will be determined by the Local Committee.

4. The text-books to be studied for Test D are—

Notes on Building and Road-making } Published by Messrs. Higginbotham and
Schoury's Text-book on Estimating } Co.
The Rurki Manual of Surveying

5. Officers may present themselves for the Higher Grade Examination in Tests A, B, C, and D without previously passing by the Lower Grade. Should they fail to pass, but obtain the number of marks prescribed for the Lower Grade, they will be declared to have passed by the Lower Grade Examination.

6. The examinations in Test E will be conducted under the orders of the Commissioner of Salt Revenue by a Departmental Committee presided over by the Commissioner himself or by a Deputy Commissioner, at such places and times of year as may be convenient. No fees will be required for this test. No great grammatical knowledge or accuracy of spelling or elegance of expression will be required of candidates, but the languages must be spoken, read and written fluently and intelligibly.

7. Unless exempted, Inspectors must pass by the Higher Grade Examination in Tests A, B, C, and D, and in two languages by Test E before confirmation in their appointments, within the following periods:—

Test A, at the first opportunity after two years' service.*
Tests B and C, at the first opportunity after one year's service.*
Test D, at the first opportunity after three years' service.*
Test E in the language of the district in which employed, at the first opportunity after eighteen months' service;* and in a second language, at the first opportunity after two years' service from the date of passing in the first language, provided that not less than twelve months of the interval have been passed in employment in a district of which the second language is a Vernacular.

8. Assistant Inspectors will not, as a rule, be appointed Inspectors until they have passed the examinations prescribed for Inspectors. If for any reason they have been, or may be, previously promoted to be Inspectors, they will be considered to be on probation and to be

* Counting, in the case of those already appointed, from the date of the promulgation of these rules.

liable to reduction to be Assistant Inspectors until they have so passed. The time allowed them to pass in each test will be as stated for Inspectors in the preceding paragraph.

9. Assistant Inspectors must pass by the Lower Grade Examination in Tests A, B, C, and D, and in one language by Test E, before promotion to be Assistant Inspectors of the First Grade, or, if they have for any reason been previously promoted, before confirmation in that grade. The time then allowed them to pass in each test will be as above stated. No Assistant Inspector shall be required to present himself for examination in a Vernacular language until he has been continuously employed for twelve months in districts where the same Vernacular is spoken.

10. Inspectors and First Grade Assistant Inspectors who may fail to pass according to the above rules will be liable to reduction as under, until they do pass—

Inspectors to be First Grade Assistant Inspectors.
First Grade Assistant Inspectors to Second Grade.

11. Second Grade Assistant Inspectors, failing to qualify according to the prescribed standards within three years from appointment to that grade, will be liable to be removed from the service, or, if they were promoted from inferior rank, to be reduced to that rank.

12. All officers in future appointed to be Sub-Inspectors of the first three grades, or to any other office in the department of a salary of ₹50 per mensem or upwards, must pass by the Lower Grade in Tests A, B, and C, and in one Vernacular language other than their own Vernacular by Test E, at the first opportunity after two years' service from the date of such appointment* in the case of Test A, and after one year's service* in the case of other tests. In case of failure so to pass, they will be liable to be remanded to the appointments previously held by them.

13. After the lapse of three years from the date of this notification, no officer will be promoted to any appointment in the department of a salary of ₹50 per mensem or upwards who has not previously passed the tests prescribed in the preceding paragraph.

14. Officers below the rank of Assistant Inspector may pass the prescribed examinations in the Vernacular. All other officers must pass in English unless specially exempted by orders of Government.

15. Officers employed in the Salt Department will no longer be permitted to present themselves for the Third-class Test prescribed in G.O., 20th March 1879, No. 90, Educational Department, but they will be allowed to do so for the Second-class and High Proficiency Tests.

16. Persons other than those actually employed in the Salt Department may appear for any of the Salt Tests, provided they produce a recommendation from an officer of that department not inferior in rank to an Assistant Commissioner (G.O., No. 543, dated 2nd September 1884).

V.—Revenue Test—Sea Customs Department.

Offices.

1. Superintendent of Sea Customs.
2. Assistant Superintendent of Sea Customs, when the salary of the office amounts to ₹50 per mensem or more.

Examination fee—₹4.

Nature of Test.

	Min. Marks.	Max. Marks.
Act XII of 1875 (Indian Ports Act). Act VIII of 1878 (Sea Customs Act). Act IV of 1881 (An Act to enhance the rate of Port Dues leviable at Madras). Act XI of 1882 (Indian Tariff Act). Act V of 1883 (Merchants' Shipping Act). Madras Act I of 1881.	20	80
Rules under the Sea Customs Act (VIII of 1878) published in the *Fort St. George Gazette*, dated 11th December 1883, part I, page 820. Directions for the use of the tables for ascertaining strength of spirits by L. Casella.	25	100
General minimum	90	

Remarks.

1. There is no Lower Grade in this examination.

2. The examination will be in English, except in the case of candidates allowed to pass in the Vernacular by special order of Government.

3. This test may be taken up with Test VIII, but not in conjunction with any other test.

4. Examinations in this test will be held at the same time as the annual examination referred to in General Rule 4, but only when occasion may require, and will be open only to persons qualified under General Rule 4, who may produce certificates from the Collectors of the districts in which they seek employment recommending them for examination.

* Counting in the case of those already appointed, from the date of the promulgation of these rules.

5. Candidates should submit with their applications for admission to the examination a certificate from the Collector of Sea Customs or other competent officer testifying to their knowledge of the use of hydrometers. When such certificates are granted by Sea Customs Superintendents, they should be countersigned by a Revenue Officer of rank not lower than that of a Deputy Collector.

VI.—Account Test.

Offices.

1. Accountant in the Board's Office.
2. Accountant in the English Department of Collectors' Offices drawing salaries of ₹50 and upwards.
3. Accountant, Marine Office.*
4. Accountant in the Sea Customs Office.*
5. Accountant in the Stamp Office.*
6. Accountant in the office of Conservator of Forests.*

Examination fee—₹5.

Nature of Test.

	Min. Marks.	Max. Marks.
(*a*) Book-keeping by single and double entry	30	60
(*b*) Civil Account Code	30	60
General minimum	60	

Remarks.

1. Chapters 1 to 5, 9, 10, 11, 14, 15, and 17, Volume I, 4th Edition, are prescribed for the post of accountants in all offices other than Collectors, and Volume I of the Code for the post of accountants in the Treasury and Account Departments of Collectors' establishments.

Book-keeping forms a part of the test in both cases, but candidates for the full test are not required to pass in book-keeping again if they have once been declared to have passed that test.

Under G.O., 29th October 1879, Financial Department, No. 2065, the Account Test will not be applied to candidates for admission into the Accountant-General's office, Madras.

2. Candidates for this test may pass in Translation Test and Précis-writing at the same examination, but in no other test.

3. The examination in this test will be held at the same time as the annual examination referred to in General Rule 4, but only when occasion may require, and will be open only to persons qualified under General Rule 4, who may produce certificates from the heads of the departments in which they seek employment recommending them for examination.

VII-A.—Translation Test—Higher Grade.

Offices.

1. Translators and Interpreters in the High Court and District Courts.
2. Interpreters in the Court of Small Causes, Madras, Office of the Commissioner of Police, and Police Courts.

Examination fee—₹6.

Nature of Test.

	Min. Marks.	Max. Marks.
Ability to translate an ordinary official paper from Vernacular into English	30	60
Ditto Ditto from English into Vernacular	30	60
Total	60	120
Ability to translate a paper of greater difficulty from Vernacular into English	40	80
Ditto Ditto from English into Vernacular	40	80
Total	80	160
Interpretation *vivâ voce* from Vernacular into English	25	50
Ditto from English into Vernacular	25	50
Total	50	100

* For these offices the test comprises book-keeping only.

Remarks.

1. Accuracy and rapidity of translation will be required in the Higher Grade.

2. A separate certificate of proficiency will be given for each of the following Vernaculars in which the candidate may pass:—

1. Telugu.
2. Tamil.
3. Hindustani.
4. Kanarese.
5. Malayalam.
6. Uriya.
7. Tulu.

3. Candidates for the offices of translator and interpreter in the High Court are required to pass in one Vernacular language only, and candidates for the office of translator of a District and Sessions Court are required to pass in the language or languages of the district in which they seek employment, as under—

District.	Languages.
Ganjam	Telugu and Uriya.
Vizagapatam, Godávari, Kistna, Nellore, Cuddapah, Kurnool	Telugu.
Bellary, Anantapur	Telugu and Kanarese.
Chingleput, North Arcot, Salem	Tamil and Telugu.
Coimbatore	Tamil and Kanarese.
North and South Malabar	Malayalam.
South Arcot, Trichinopoly, Tanjore, Madura, Tinnevelly	Tamil.
South Canara	Kanarese and Tulu.

4. In sending in applications for examination, candidates must specify the language or languages in which they desire to obtain certificates.

5. This test cannot be taken up with any other test except Précis-writing.

6. Examinations in this test will be held at the same time as the annual examination, or from time to time as occasion may require. Applications for examination must, *in all cases*, be accompanied by certificates from the heads of departments in which employment is sought recommending the applicants for examination.

VII-B.—Translation Test—Lower Grade.

Offices.

1. Subordinate Judge.
2. District Munsif.
3. Deputy Collector and Magistrate.
4. Translators in Offices of Government, Board of Revenue, Office of the Director of Revenue Settlement, and Collectors' Offices.
5. English Record-keeper in Collectors' Offices.
6. Sub-Collector's Sheristadar.
7. Head Assistant's Head Clerk.
8. Head Writers, District and Sessions Courts, and Subordinate Judges' Courts.
9. Head Clerks, Small Cause Courts.
10. Head Clerks in Police Courts and Assistant Head Clerk, Egmore Police Court.
11. All the other offices designated under I-B, II-A, II-B, III-A, III-B, and V, and Registrar, Deputy Registrar, Examiner, Record-keeper, or Clerk in the Correspondence Department of any Court other than the High Court, drawing salaries of ₹50 and upwards *in case the candidate has not passed in the Vernacular language of the district in which he seeks employment in an examination of the Madras or other University.*

Examination fee—₹4.

Nature of Test.

	Min. Marks.	Max. Marks.
Ability to translate an ordinary official paper from Vernacular into English	30	60
Ditto ditto from English into Vernacular	30	60
Total	60	120

Remarks.

1. Candidates for this test can pass in one language only at the same examination.

2. Candidates for offices designated under II-B and III-B, who execute their papers in the language of their districts, will not be required to pass this test, as also Bachelors of Arts of the Madras University, whose optional language in the B.A. Degree Examination was the Vernacular of the district in which they seek employment.

VIII-A.—Précis-writing—Higher Grade.

I—General.

First, Second, and Third Assistants Registrar, Record-keeper, Head Examiner in the Press Department, Deputy Registrar, Indexer, Examiner, Head Clerk of the Reference Branch, Head Clerk of the Petition Department, and Head Clerk of the Pension Department in the Government Office.

II—Judicial.

Subordinate Judge.
District Munsif.
Sheristadar. } High Court, Appellate Side.
Manager. } High Court, Appellate Side.
Record-keeper. } High Court, Appellate Side.
Examiner of Correspondence. } High Court, Appellate Side.
Indexer. } High Court, Appellate Side.
Sheristadar in District and Sessions Courts and Subordinate Judges' Courts.
Head Writer in District and Sessions Courts and Subordinate Judges' Courts.
Manager, Record-keeper and Examiner, Madras Small Cause Court.
Head Clerks in Small Cause Courts.
Examiner and Record-keeper in all the Courts.
Book-keepers and Head Auditor in the Office of the Inspector-General of Police.
Manager in the Office of the Commissioner of Police.
Manager, Egmore Police Court, Madras.
Record-keepers in the Police Court, Presidency.
Manager, Government Agency, Vizagapatam.

III.—Revenue.

Head Sheristadar, Uncovenanted Assistants, Registrar, Deputy Registrar, Local Fund Manager, Manager of the Forest Department, First, Second, Third, and Fourth Accountants, Record-keeper, Indexer, Head Translator, and Head Accountant in the Local Fund Department in the Office of the Board of Revenue.

Manager, Indexer, Examiner, and Record-keepers in the Office of the Director of Revenue Settlement.

Deputy Collector and Magistrate.
Huzur Sheristadar.
Sub-Collector's Sheristadar.
Tahsildars.
Sub-Magistrates.
Abkári Superintendent, Madras.

Manager and Accountants drawing salaries of ₹80 per mensem and upwards in the Sea Customs Office, Madras.

Accountant, English Department, Collector's Office.
English Record-keeper in Collector's office.

Accountants in the Stamp Office, Madras, and Forest Conservancy Department drawing salaries of ₹80 per mensem and upwards.

IV.—Miscellaneous.

Superintendents and Accountants drawing salaries of ₹80 and upwards per mensem in the Accountant General's Office.

Manager, Office of the Commissioner for the U. C. S. Examinations.

Manager, Office of the Director of Public Instruction.

Manager, Examiner, Deputy Examiner, Record-keeper, and Accountants drawing ₹80 and upwards in the Marine Office, Madras.

Manager and Record-keeper in the Office of the Chepauk Agent and Paymaster of Carnatic Stipends.

All Clerks drawing a salary of ₹80 and upwards per mensem.

Examination fee—₹4.

Nature of Test.

	Min. Marks.	Max. Marks.
Writing a précis of a set of official papers	50	100

Remarks.

1. This examination will be conducted in English.
2. Graduates of an English or Indian University are exempted from this test.
3. Accountants in the Accountant-General's Office and in other offices in the Presidency and Provinces, whose salaries do not exceed ₹75 per mensem, are exempted from passing this test.

VIII-B.—Précis-writing—Lower Grade.

Offices.

1. For list of offices for which this test is prescribed, see under the corresponding heading under VIII-A.

Examination fee—₹4.

Nature of Test.

	Min. Marks.	Max. Marks.
Writing a précis of a set of official papers	50	100

Remarks.

This examination will be in the Vernacular, and will be confined to the cases of those persons who, having been continuously in the public service since 1st January 1859, may apply for examination in the Vernacular, and of those who have been permitted by special order of Government to pass I, II, or III in the Vernacular. All persons not coming within these descriptions must pass the higher test.

GENERAL RULES.

1. Candidates will be permitted to take up any or all of Tests I, II, VII-B, and VIII, or Tests III, VII-B, and VIII at the same examination. A separate certificate will be granted for each test successfully passed, and no candidate will be required to pass in the same test twice.

2. Candidates will not be permitted to appear for examination in both the lower and the higher standards of any test at the same examination.

3. Candidates will not, under any circumstances whatever, be permitted to come up for examination in a *part* only of the subjects prescribed for a test.

4. There will be an annual examination in the tests aforesaid open to all servants who have been continuously in the permanent employ of Government since the 1st January 1859, to graduates and under-graduates of an Indian University, and to men who have passed the late General Test Examination or the Middle School Examination in the First Class on production of a vaccination certificate and payment of the prescribed fees.

5. Graduates-in-Law of an Indian University may be appointed to any of the posts specified under I-A, II-A, and II-B without passing those tests; but, if they are candidates for the posts specified under I-B, that test must be passed. The exemption here given extends only to the tests named and not to any other tests which may be prescribed for the same posts.

6. Persons in public employ on the 1st January 1859, but who may subsequently have resigned their appointments, cannot be admitted to any of the Special Tests unless they have passed either the late General Test or the Middle School Examination in the First Class or the University Entrance Examination, with the Hand-writing Test in the case of those who have matriculated after 1875, or been especially exempted from passing the Middle School Examination by Government.

7. Special exemption from passing the late General Test or the Middle School Examination includes permission to appear for the Special Tests unless such permission is specially withheld.

8. No persons will be permitted to appear for Test III-A, Revenue General, Higher Grade, who have not passed the First in Arts Examination (or who are not graduates of an Indian University), except those now in the service of Government who will be allowed to appear for examination in the Revenue Test, Higher Grade, up to and including the year 1889.

9. The concession made in the preceding rule is extended to persons in the service of the Pudukóta State, who, when submitting their application for admission to the examination, must produce a certificate from the Sirkele testifying to their service in that State; and also to persons in the service of the Court of Wards, or of District or Municipal Boards.—*Gazette*, page 137, 24th February 1886.

The examinations will as far as possible be conducted in the order of time and subjects shown below.

SPECIAL TESTS.

Date.	Hour.	Subject.	Test.
First day	10 A.M. to 12 noon	Indian Contract Act	I-A.
		Law relating to Sea Customs and Conservancy of Ports.	V.
	12 noon to 2 P.M.	Equity	I-A.
	2½ P.M. to 5 P.M.	Muhammadan Law	I-A.
	2½ P.M. to 4½ P.M.	Sea Customs Rules, &c.	V.
Second day	10 A.M. to 12 noon	Law of Torts	I-A.
	10 A.M. to 11½ A.M.	Stamp Act	I-B.
	10 A.M. to 1 P.M.	Revenue Law and Regulations	III-A, III-B.
	2 P.M. to 4½ P.M.	Hindu Law	I-A.
	2 P.M. to 3½ P.M.	Limitation Act	I-B.
	2 P.M. to 5 P.M.	Circular Orders of the Board of Revenue	III-A, III-B.

The examinations will as far as possible be conducted in the order of time and subjects shown below—continued.

SPECIAL TESTS.

Date.	Hour.	Subject.	Te
Third day	10 A.M. to 1 P.M.	Code of Civil Procedure	I-A, I-B.
	10 A.M. to 12 noon	Civil Account Code	III-A, III-B, VI.
	2 P.M. to 5 P.M.	Indian Evidence Act	I-A, II-A, I-B, II-B, IX.
	2 P.M. to 4 P.M.	Book-keeping	VI.
	2 P.M. to 3½ P.M.	Stamp Rules	III-A.
Fourth day	10 A.M. to 12½ P.M.	Translation, Higher Grade. First or more difficult paper. English into Vernacular.	VII-A.
	10 A.M. to 1 P.M.	Penal Code	II-A, II-B, IX.
	2 P.M. to 5 P.M.	Code of Criminal Procedure	II-A, II-B, IX.
	2 P.M. to 4½ P.M.	Translation, Higher Grade. First or more difficult paper. Vernacular into English.	VII-A.
Fifth day	10 A.M. to 12 noon	Translation, Lower Grade. English into Vernacular.	VII-B.
	2 P.M. to 4 P.M.	Translation, Lower Grade. Vernacular into English.	VII-B.
Sixth day	10 A.M. to 1 P.M.	Précis-writing, Higher and Lower Grades	VIII-A, VIII-B.

SALT TEST.

Date.	Hour.	Subject.	Test.	Remarks.
First day	10 A.M. to 1 P.M.	Indian Penal Code	A-I (Higher and Lower).	
	1 P.M. to 2 P.M.	.....	...	Recess.
	2 P.M. to 5 P.M.	Indian Evidence Act	A-II (Higher and Lower).	
Second day	10 A.M. to 1 P.M.	Criminal Procedure Code	A-III (Higher and Lower).	
	1 P.M. to 1½ P.M.	.....	...	Recess.
	1½ P.M. to 3½ P.M.	The Salt Law and Rules	B-I (Higher and Lower).	
	3½ P.M. to 5 P.M.	The Report of the Salt Commission.	B-III (Higher).	
Third day	10 A.M. to 1 P.M.	The Standing Orders of the Board of Revenue.	B-II (Higher and Lower).	
	1 P.M. to 2 P.M.	Dr. Ratton's Hand-Book of Common Salt.	B-IV (Higher).	
	2 P.M. to 2½ P.M.	.....	...	Recess.
	2½ P.M. to 3 P.M.	The Manufacture and Chemistry of Saltpetre.	B-V (Higher).	
	3 P.M. to 5 P.M.	The Financial Codes, &c.	C-I (Higher).	
Fourth day	10 A.M. to 1 P.M.	The Method of keeping Accounts, &c.	C-II (Higher and Lower).	
	1 P.M. to 1½ P.M.	.....	...	Recess.
	1½ P.M. to 3½ P.M.	Surveying with Chain and Compass, &c.	D-I (Higher and Lower).	
	3½ P.M. to 5½ P.M.	The Theory and Practice of Levelling, &c.	D-II (Higher).	
Fifth day	10 to 11 A.M.	Mensuration of Planes and Solids	D-III (Higher and Lower).	
	11 A.M. to 2 P.M.	The preparation of Plans and Estimates, &c.	D-IV (Higher and Lower).	

II.

MEMORANDUM ON THE SPECIAL FEATURES OF THE ADMINISTRATION OF THE MADRAS PRESIDENCY.

Note.—Full information on the points touched on in the following brief sketch will be found in the "Manual of the Administration of the Madras Presidency," published in 1885. The reference opposite each paragraph is to that portion of the Manual in which the subject referred to is dealt with in detail. Statistics have been brought up to date as far as possible from the Presidency Administration Report for 1885-86.

Area and Population.

The Presidency of Madras, or Fort St. George as it is officially styled, occupies with its dependencies the entire south of the Peninsula of India, with the exception of the Native State of Mysore which has direct relations with the Government of India. Its extreme length from north-east to south-west is about 950 miles; the extreme distance between its eastern and western coasts is about 450 miles.

Manual of Administration—
Volume I, pp. 1—28.
Volume II, Appendix XI.

The area of the British districts amounts, according to the latest information, to 140,664 square miles, with a population (1881) of 30827,218. In 1871—the last census previous to the great famine of 1876-78—the population was 31,281,177. There are five Native States in political dependence on Madras—Travancore, Cochin, Pudukóta, Banganapalle, and Sandúr. These have an aggregate area of 9,818 square miles, with 3,344,849 inhabitants.

2. The number of towns in the Presidency, according to the latest census of 1881, is 227, with an aggregate population of 3,142,309. Only nine of these have upwards of 50,000 inhabitants, *viz.*, Madras (398,777), Trichinopoly (84,449), Madura (73,807), Calicut (57,085), Tanjore (54,745), Negapatam (53,855), Bellary (53,460), Salem (50,667), Kumbakónum (50,098).

Volume II, Appendix XI.

Religion.

3. There are only three religions with any considerable number of followers in the Presidency, *viz.*, Hinduism, Islam, and Christianity, the proportion per 1,000 of the population being 914 Hindus, 62 Mahomedans, 23 Christians, and 1 "Other." The following statement shows the numerical strength of each religion :—

Volume II, Appendix XI.

	Hindus.	Mahomedans.	Christians.
British Territory	28,182,064	1,917,152	711,101
Native States	2,500,536	196,672	646,295
Total .	30,682,600	2,113,824	1,357,396

The relations between Hindus and Mahomedans are generally harmonious, but there are occasional local riots caused by disputes regarding processions. The most important of these that has occurred of recent years was at Salem in 1882, when a mosque was burnt and the houses of many Mahomedans wrecked by a Hindu mob. The danger of a breach of the peace is greatest when Hindu and Mahomedan festivals happen to coincide in date.

Races and Languages.

4. Broadly speaking, the entire population of Madras may be described as belonging to some one of the five races of the great Dravidian stock dominant throughout Southern India. Of the five Dravidian dialects, it is estimated that *Telegu* is spoken by about 11¾ million persons, inhabiting the tract stretching from Ganjam southwards as far as Nellore and inland to Karnúl; *Tamil* by about 12 million, occupying the remainder of the eastern coast from Madras City to Cape Comorin; *Kanarese* by about 1½ million in the central districts surrounding Mysore and in South Kanara; *Malayalam* by nearly 2½ millions, chiefly in Malabar district (besides the bulk of the people in the Native States of Travancore and Cochin); and *Tulu* by about ½ million in a limited portion of South Kanara. For the rest, *Uriya* is the Native language of some 750,000 people in the extreme north of Ganjam, bordering on Orissa, and various sub-dialects of Dravidian origin are used by the hill tribes of the eastern ghâts, of whom the Khonds may be taken as the type. Hindustani is the mother-tongue of nearly ¾ million persons, mostly Mussulmans and chiefly resident in the Ceded Districts, Kistna, Nellore, and North Arcot.

Cultivation and Land Tenure.

5. The cultivated area of British territory in the Madras Presidency for which returns are available is nearly 43,000 square miles. Of the uncultivated area for which returns are available, about 13,000 square miles are capable of cultivation, 12,000 square miles are

Volume I, chapter II, pp. 96—147.

covered by forests, and 19,000 square miles consist of unculturable waste. There are, besides, some 43,000 square miles of land occupied by permanently-settled estates for which no particulars are available. The chief feature of land administration in Madras is, however, the ryotwari system, under which land is held direct from Government by the individual ryot without any joint village responsibility as in other provinces. The assessment on each field is definitely fixed, and, so long as he pays it, the ryot can cultivate or leave it waste, sell, lease, mortgage or bequeath it exactly as he pleases. The holdings in twelve out of the twenty-one mufasal districts have now been definitely surveyed and the assessment settled; in five districts, survey and settlement is in progress; and in these latter and in the remaining four districts, the old measurements and assessments continue in force. A settlement can be revised only once in 30 years, and then the ryot is protected from any increase of assessment due to his own improvements. A ryot may, subject to certain conditions, obtain abatement of assessment for a year in which there has been great loss of crop by flood or drought, and the Collector of each district and his assistants hold annual investigations termed 'jamabandis' in which they consider and decide all such applications for remission. Applications for transfer of the registry of holdings, for relinquishment and occupation of land, and any complaints the ryots may have to make are at the same time investigated. The accounts of the village are also gone through and the net Government demand, exclusive of remission, settled. The annual jamabandi thus forms a most important part of a Collector's duties.

Administrative Divisions.

Volume I, pp. 62—66.

6. For administrative purposes, the Presidency is divided into 22 districts, as shown below:—

Districts.	Area in square miles.	Population.	Collection from all sources in a recent average revenue year.	Position.
			₹	
Ganjam	8,369	1,749,604	33,01,554	To the north and east along the sea-coast on the Bay of Bengal.
Vizagapatam	16,992	2,485,141	24,11,916	
Godávari	7,772	1,791,512	54,51,537	
Kistna	8,471	1,548,480	56,74,860	
Nellore	8,739	1,220,236	37,60,770	
Madras	29	405,848	34,15,747	
Chingleput	2,841	981,381	50,06,304	
South Arcot	5,093	1,814,738	45,90,021	
North Arcot	7,503	1,817,814	31,48,400	
Karnul	7,541	709,305	19,43,937	
Bellary	5,441	736,807	34,34,599	In the centre of the peninsula and mostly south and east of Mysore.
Anantapur	5,564	599,889		
Cuddapah	8,722	1,121,038	23,74,878	
Salem	7,724	1,599,595	28,12,210	
Coimbatore	7,804	1,657,690	30,29,273	
Nilgiris	957	65,594	1,38,708	
Tanjore	3,594	2,130,383	74,86,496	To the south, forming the south-east boundary of the peninsula.
Trichinopoly	3,641	1,215,033	18,30,510	
Madura	8,799	2,168,680	40,12,993	
Tinnevelly	5,403	1,699,747	48,96,326	
South Kanara	3,902	959,514	22,04,630	On the western coast.
Malabar	5,763	2,390,475	40,35,616	
Total	140,664	30,768,504	7,49,61,285	

Excluding Madras and the Nilgiris, the average size of a district is 6,946 square miles, the average population 1,519,853, and the average revenue ₹35,70,342. Almost the whole local administration is organized with the revenue district as its unit. The chief agent of Government in each district is the Collector, who directly or indirectly controls every department, except the Judicial, within the limits of his jurisdiction. In addition to their ordinary duties, the Collectors of Tanjore and Malabar are also Political Agents for the French Settlements of Karikal and Mahé respectively; the Collectors of Trichinopoly, Bellary, and Karnul Political Agents for the Native States of Pudukóta, Sandúr, and Banganapalle, respectively; and the Collector of South Arcot, Special Agent, French Settlements, and Political Agent for Pondicherry. The Collectors of Ganjam, Vizagapatam, and Godávari are also Agents to the Governor for the Hill Tracts in their respective districts.

7. Each district is sub-divided into taluks, there being 155 Government taluks in all, besides separate divisions under a Deputy Tahsildar for some of the larger zemindary tracts.

Volume I, pp. 66 and 154.

Deducting the two exceptional districts of Madras and the Nilgiris, an average taluk may be said to contain a population of about 150,000, a land revenue of about ₹2,50,000, and an extent of about 700 square miles. The head of each taluk is a Tahsildar—nearly always

a Native—who possesses extensive revenue and administrative authority, and has also second class Magisterial powers. A taluk comprises from 50 to 500 villages, which constitute the ultimate unit for administrative purposes. There are in all 27,181 villages, excluding those in permanently-settled estates. The hereditary village officials perform minor public offices, revenue and judicial. The chief of these are the village head and the village accountants who collect and account for all revenue, rates and taxes within their respective villages. The village head is also vested with magisterial and judicial powers in petty cases.

8. Though the revenue district is the main unit of the administration, there are some minor variations. The Revenue Survey and Revenue Settlement departments work in specially-selected areas. For Military purposes, the Presidency is divided into two divisions and three districts. The Salt and Abkári Department, which is under a Special Commissioner, has a northern, a central, and a southern division, each under a Deputy Commissioner, with eleven sub-divisions under Assistant Commissioners. The Public Works Department has six circles (each under a Superintending Engineer, who is under the control of the Chief Engineer at Madras) comprising thirty-two divisions in charge of Executive Engineers. For Educational purposes the Presidency is divided into seven divisions, each under an Inspector of Schools. For Forest administration it is divided into a northern and southern circle, each under the supervision of a Conservator, who works in subordination to the Board of Revenue. The forests in each district are under the control of the Collector, but he has as assistant and professional adviser a District Forest officer.

Volume I, page 66.

Collectors.

9. The Collectors, who are also district magistrates, superintend and control all persons engaged in the administration of the revenue; they are responsible for the treasury, to which the taluk collections are sent, and which keeps and dispenses a large stock of stamps; they see that the revenues are punctually realised and that when arrears accrue the proper processes are resorted to for recovering them; they are responsible for the upkeep of the minor irrigation works which do not come within the scope of the Public Works Department; they conduct jamabandis, as above mentioned (paragraph 5); they manage estates of minors under Regulation V of 1804; they determine boundary disputes under Regulation XII of 1816; they try cases of malversation under Regulation IX of 1822, and claims to village offices under Regulation VI of 1831; they decide rent cases between landlords and their tenants under Madras Act VIII of 1865. As Presidents of District Boards, they supervise the administration of local funds raised for roads and communications, primary education, hospitals, and sanitation under Madras Act V of 1885; as Agents to the Board of Revenue, under Regulation VII of 1817, they are responsible for the due appropriation of endowments; in maritime districts they control the sea customs; finally, they are expected to be thoroughly acquainted with the state of Native feeling in their districts in regard to the policy and measures of Government, and to be the advisers of Government with respect to police, public works, education, sanitation, and the miscellaneous matters which conduce to the welfare of their districts.

Volume I, page 149.

Judges.

10. For judicial purposes, each district is under the control of a District and Sessions Judge, who, like the Collector, is always a Covenanted Civilian. With very few exceptions the limits of the judicial and of the revenue districts are the same. Under the District Judge are Subordinate Judges and District Munsifs who belong to the Uncovenanted Service. Subordinate Judges have unlimited civil jurisdiction and try such civil appeals as may be referred to them, but neither they nor the District Munsifs have any criminal powers. The Munsifs take cognisance of suits not exceeding ₹2,500 in value. Small Causes up to ₹50 in value, and in a few instances up to ₹100 or 200, are tried by Munsifs summarily; and all Subordinate Judges have similar powers over the whole or a large part of their territorial jurisdiction in cases not exceeding ₹500 in value. Village Munsifs try suits relating to personal property up to a limit of ₹20, but such suits may also be filed before District Munsifs.

There are Subordinate Judges in 9 out of the 20 judicial districts. In the other 11 all suits above ₹2,500 in value are tried by the District Judge, who in a few instances has Small Cause jurisdiction also over a very limited area.

The pay of Subordinate Judges ranges from ₹800 to ₹500, and that of District Munsifs from ₹400 to ₹200.

In two districts there are three Subordinate Judges, in two others two, and in four but one. There is also a Subordinate Judge on the Nilgiri Hills.

Volume I, pages 199, 210, 212.

Divisional Officers.

11. The Collector is assisted in his work of administration and supervision by a number of Assistants and Deputies commonly styled Divisional Officers. These consist of Covenanted Civilians arranged in three grades as Sub-Collectors, Head Assistant Collectors, and Assistant

Volume I, page 153.

Collectors, and of Uncovenanted Deputy Collectors arranged in six classes. At the head-quarters of each district there is a Deputy Collector in charge of Treasury work, and an Assistant Collector in charge of the head-quarter taluk. The other District Officers—Sub-Collectors, Head-Assistants, and Deputy Collectors—are located at out-stations, each being in charge of a sub-division of the district, consisting of from two to four taluks in which he exercises most of the powers of the Collector, subject to general supervision by and appeal to the latter officer. In districts where there is no Assistant or only one of less than six months' standing available, the head-quarter division is placed in charge of a Temporary Deputy Collector. As a rule, the Collector is not in direct charge of any sub-division, his time being occupied by general supervision and correspondence with Government, the Board of Revenue, and other departments. The accompanying trisectional map (A, B and C) shows the various districts and sub-divisions of the Presidency.

Tahsildars, &c.

12. Under the Divisional Officer is the Tahsildar, already referred to in paragraph 7, and between the Tahsildar and the village officers comes the Revenue Inspector, of whom there are some three or four in a taluk. His duty is to perambulate the villages in his division, keep the village-heads up to the mark as regards collections, and report generally upon such matters as the Tahsildar may direct. A Tahsildar is also, as a rule, assisted by one or more Deputy Tahsildars, who look after sub-divisions of the taluk and stand in much the same relation to him as a Divisional Officer does to the Collector. The Tahsildar, the Deputy Tahsildar, and the Taluk Sheristadar (who is the head of the Tahsildar's office with special charge of the Taluk Treasury) are all, as a rule, Magistrates of the 2nd or 3rd class, and as such are subordinate to the Divisional Officer who exercises first class Magisterial powers.

Volume I, page 154.

The Board of Revenue.

13. The land revenue system, and all special Revenue Departments, such as Forest, Salt and Customs, are controlled by the Board of Revenue. The first duty of the Board is to secure the punctual collection of the revenues. In addition to that it manipulates and records statistics with regard to population, agriculture, exports and imports, health and the condition and advancement of the country; it manages the expenditure of special funds; it takes charge of the estates of minors as a Court of Wards; it secures the proper application of endowments; and it decides the frequent appeals which result from a system in which the Government is concerned directly with peasant proprietors. The Board, as at present constituted, consists of three Members, with either the Salt Commissioner or the Director of Agriculture and Revenue Settlement as an Additional Member. Business is distributed on the portfolio system, but matters of importance come before the whole Board, or at least two of its Members.

Volume I, pages 147-148.

Local Self-Government.

14. Local matters, such as the maintenance and construction of roads and bridges, primary and (with some exceptions) secondary education, hospitals and dispensaries, vaccination, sanitation, lighting, &c., are in the larger towns made over to the control of municipal councils, and in the rest of the country (with the exception of the hill tracts of Ganjam, Godávari and Vizagapatam) to local boards. There are at present 55 municipalities, including Madras, and in 34 of these the greater part of the Council is elected by the rate-payers. The Collector, who was formerly President of every municipality in his district, has since 1885 ceased to have a seat on the council in virtue of his office, and the chairman (as the President of the Council is now called) is in most cases a non-official. Each district, except Madras, has a district board, presided over by the Collector, which has jurisdiction over all areas outside municipalities. In most districts there are also sub-divisional and taluk boards which work in subordination to the district board in the various revenue sub-divisions of the district, and are presided over by the respective divisional officers. The smaller towns and some of the larger villages have been constituted into "Unions," the sanitary affairs of which are looked after by a village committee or panchayat, under the control of the taluk board, where there is one, and if not, under the district board direct. There are at present 93 taluk boards and 211 unions in the Presidency. The laws regulating local self-government in Madras are contained in (Madras) Acts IV and V of 1884, the first of which deals with district municipalities, and the second with local boards. The Madras Municipality is administered under a special Act I of 1884.

Volume I, pages 219—243; 638—651.

Police, Jails, &c.

15. The whole police force of the Presidency, which consists of nearly 24,000 men, including the Police of the City of Madras, is under the direction and control of the Inspector-General of Police. The detailed management of the Police of the Madras Town is entrusted to the charge of a Commissioner. The mufasal districts are formed into

Volume I, pages 187—195; 507—517

ranges under Deputy Inspectors-General, and each district is under the immediate management of a Superintendent and is divided into sub-divisions, each in charge of an Inspector of Police. The general superintendence of the jails throughout the Presidency rests with the Inspector-General of Jails, who is *ex-officio* visitor of all Lunatic Asylums in his jurisdiction. The Civil Surgeon, who is usually also the Superintendent of the Jail, superintends the hospitals and dispensaries throughout the district. His advice is also required on sanitary questions.

General Administration.

16. The civil administration of the Madras Presidency is attended with little difficulty. The people on the plains are docile and orderly, and, leaving out of account an occasional religious riot, perfect peace prevails everywhere except in Malabar and the three northern districts—Ganjam, Vizagapatam, and Godávari. In Malabar, the fanaticism of the Mussulman Mapillas occasionally produces individual outbreaks, in which atrocities are committed on Hindus, and requires the presence of a detachment of British troops and of a Special Assistant Collector at Malliapuram. In the three northern districts the wild tribes, who inhabit the hill country around and behind the eastern ghâts, require delicate handling. In this country, known as the Agency Tracts, the Collectors of Ganjam, Vizagapatam, and Godávari exercise a large authority as Agents to the Governor, and are assisted by Covenanted Civilians (Special Assistant Agents) who are permanently located in the hills. The Agency Tracts are exempted from the operation of many of the laws affecting the rest of the Presidency, and personal influence necessarily plays a much greater part here than on the plains.

Volume I, pages 68—78.

Covenanted and Uncovenanted Services.

17. The ordinary executive and judicial administration of the country is carried out by the Covenanted and Uncovenanted Civil Service. The former consisted at the close of 1886 of 158 members, of whom 27 were on leave, and 7 Assistants of less than six months' standing. The ordinary district administration was carried on by 86 officers, distributed as follows:—

Volume I, pages 82—88.

Collectors and District Magistrates (including the Collector of Madras)	22
District and Sessions Judges	21
Sub-Collectors	15
Head Assistant and Special Assistant Collectors	24
Assistant Collectors on duty	4
Total	86

The following are the higher appointments held by the Uncovenanted Service in the mufasal:—

Deputy Collectors in charge of Treasuries	21
Ditto on General Duties	24
Temporary Deputy Collectors doing duty for an Assistant Collector	18
	63
Tahsildars	155
Subordinate Judges	14
District Munsifs	106
Total	338

There are 7 Natives (all Statutory Civilians) in the Covenanted Service, 2 of whom are Assistant and 5 Acting Head Assistant Collectors. There are 4 European and 8 Eurasian Deputy Collectors, 2 Eurasian Tahsildars, 1 European and 1 Eurasian Subordinate Judge, and 6 Eurasian District Munsifs. With these exceptions, all the Uncovenanted appointments mentioned above are held by Natives.

Army.

18. The Madras Army consisted at the close of 1886 of 29,242 Native and 13,287 British troops. A large proportion of the Madras Army garrisons territories outside the limits of the Presidency, *viz.*, in Mysore, the Nizam's dominions, the Central Provinces, and Burma. There are also

Volume I, pages 244—250.

detachments at Cuttack and in the Andaman Islands. The Army head-quarters have been at Ootacamund since 1884. The chief military stations, besides Madras, are in the Presidency, Bellary, and Cannanore, and outside it Bangalore, Secunderabad, Kamptee, Belgaum and (before the recent Burmese war) Rangoon and Thayetmyo.

General Statistics.

19. The Provincial receipts of the Madras Presidency for 1885-86 amounted to about 251½ lakhs, of which 141⅛ lakhs were derived from Land Revenue; and the expenditure to 237½ lakhs. The total sea-borne trade of the Presidency for that year (excluding treasure and transactions on account of Government) amounted to 21 crores and 35¼ lakhs, of which 58·6 per cent. was with foreign countries. There were 1,517 miles of railway open for traffic on the 31st March 1886, and 374 miles under construction.

Maps appended.

A. }
B. } Trisectional map showing Revenue districts and divisions.
C. }

D. General map of the Presidency showing municipalities.

III.

No. 3, dated 16th November 1886.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

WITH reference to the Resolution of the Government of India in the Home Department, No. 34—1573-83, dated 4th October 1886, on the subject of the appointment of a Commission for the purpose of enquiring into the question of the employment of Natives of India in the Public Service, I am directed to request that, with the permission of His Excellency the Governor in Council, you will be good enough to favour the Commission with full details showing the number of "charges" or offices in which Covenanted and Uncovenanted Officers engaged in the Executive and Judicial administration of the country are at present employed, together with complete information as to the apportionment of these "charges" or offices amongst members of the Covenanted and Uncovenanted Services respectively in the Madras Presidency.

2. Columns 2—14, inclusive, of the statement embodied in paragraph 7 of the Resolution of the Government of India in the Home Department, No. 68—2024-35, dated 15th December 1881, show the nature of the statistics required, and I am to request that the return now asked for may be rendered as complete as possible so as accurately to represent existing facts. I am at the same time to enclose detailed lists of appointments upon which the figures given in the Resolution of 15th December 1881 in regard to the Madras Presidency were based, and to request that corresponding details may be furnished of the figures entered under each column of the present return.

3. The Commission would also be glad to be furnished with figures showing the existing cadre of the Covenanted Civil Service in the Madras Presidency together with information regarding the proportion to the total strength of that service of (1) effectives, (2) officers on leave and other non-effectives, and (3) officers in training, respectively.

No. 2549, dated 7th December 1886.

From—The Acting Chief Secretary to the Government of Madras,

To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 3, dated the 16th November 1886, I am directed to forward the accompanying statements containing the information required by the Public Service Commission.

2. I am to state that further information on the subject of your reference is contained in letters from this Government to the Government of India, in the Home Department, marginally noted.* The Government of India may perhaps supply these papers to the Commission if applied for.

* No. 1033, dated 13th September 1884.
No. 1246, dated 26th November 1886.

Statement of Covenanted and Uncovenanted Officers engaged in the Executive and Judicial administration of the country.

COVENANTED INCLUDING MEMBERS OF COMMISSION.								UNCOVENANTED.					TOTALS.			
EXECUTIVE.				JUDICIAL.				EXECUTIVE.		JUDICIAL.						
		Districts.			Districts.											
Government of India.	Administration.	Headships of Districts and the like.	Sub-divisional Officers.	High and Chief Courts and Judicial Commissioners.	District or Special Judges and the like.	Assistant Judges and the like.	General.	Sub-divisional Officers.	Tahsildars, &c.	High and Chief Courts and Judicial Commissioners.	District and Special Judges and the like.	Subordinate Judges, Munsifs, and the like.	Covenanted.	Uncovenanted.	Grand total.	On 1st November 1886.
8	13	22	39	2	21	...	13	72	155	3	3	124	118	357	475	

DETAILS OF THE FOREGOING STATEMENT.

Government of India.

1	Accountant General.
1	Account Officer, Bombay.
1	Junior Under-Secretary, Foreign Department.
1	Political Agent.
3	Serving in Burmah.
1	Finance Committee.
TOTAL . 8	

Administration including Board of Revenue.

2	Members of Council.
5	Secretaries and Under-Secretaries.
4	Members of the Board of Revenue.
2	Secretaries to the Board.
TOTAL . 13	

Headships of Districts.

21	Magistrates and Collectors.
1	Collector of Madras.
TOTAL . 22	

Sub-divisional and similar offices.

39	Covenanted Civil Servants of two years' standing not employed in appointments out of the regular line or on leave.
46	Deputy Collectors.
23	Temporary Collectors, 19 doing duty for assistants, and four on special duty.
TOTAL . 108	
Add . 3	Cantonment Magistrates.
TOTAL . 111	

Tahsildars and similar minor executive charges.

155	Tahsildars.
TOTAL . 155	

High and Chief Courts and Judicial Commissioners.

5	High Court Judges.
TOTAL . 5	

District Judges.

21	District Judges.
3	Presidency Small Cause Court Judges.
TOTAL . 24	

Assistant and Subordinate Judges and Munsifs.

14	Subordinate Judges.
106	Munsifs.
4	Presidency Magistrates.
TOTAL . 124	

Higher miscellaneous appointments held by Covenanted Civil Servants of rank of Assistant Commissioner and upwards on 1st November 1886 under the Government of Madras—

2	Settlement.
2	Salt (one on furlough).
2	Officers of High Court.
1	Political.
1	Education (on furlough).
2	Forest.
3	On special duty.*
TOTAL . 13	

* Messrs. Macleane, Bradley, and Meyer.

Statement referred to in para. 3 of letter from the Secretary, Public Service Commission, dated 16th November 1886, No. 3.

	Average of eight years ending July 1886.	On 1st November 1886.
Existing cadre of the Covenanted Civil Service	158	151 (109)
(1) Proportion of effectives to total strength	70·77	72·19 (29)
(2) „ officers on leave and other non-effectives . .	20·18	19·20 (13)
(3) „ „ in training (unpassed assistants) . .	9·05	8·61

IV.

No. 89, dated Allahabad, the 5th January 1887.

From—The Secretary, to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

I AM directed to request that, with the permission of His Excellency the Governor in Council, you will be good enough to favour the Public Service Commission with accurate

statistics showing how many persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in the Madras Presidency have (1) passed the Entrance examination, (2) passed the First Arts or other corresponding examination, and (3) taken the Degree of Bachelor or Master of Arts at an Indian University.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other offices corresponding to that of Munsif or Tahsildar which are not reserved for, or not ordinarily held by members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 264, Miscellaneous (Public), dated the 22nd February 1887.

From—The Chief Secretary to the Madras Government,

To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 89, dated the 5th ultimo, I am directed to forward the accompanying statement containing the information required by the Public Service Commission. The statistics for the Subordinate Revenue Service are, I am to say, only approximately accurate; but as the information was required at an early date, it was thought better not to wait for the receipt of revised returns from the Collectors of districts. If it is thought necessary, a fresh statement embodying the results of the references made to them will be sent to the Commission later on:—

Class of Appointment	Total No. of officers.	Number who have passed					
		Matriculation or Entrance Examination.	First Examination in Arts.	B. A.	B. L.	B. A. & B. L.	M. A.
Subordinate Judicial Service.							
Subordinate Judges	14	1	...	2	1	2	...
District Munsifs	106	31	14	10	2	16	1
Subordinate Executive Service.							
Deputy Collectors* . . .	46	3	1	1	...	...	1
Tahsildars (including Deputy Tahsildars in independent charge) . . .	209	32	14	8	...	...	...

* *Note.*—These figures relate to present *Deputy Collectors* only. The figures for Temporary and Acting Deputy Collectors are as follows:—

	Total No.	Passed— Matriculation.	F. A.	B. A.
Temporary and Acting Deputy Collectors. .	28	6	5	8
Deduct number included above as present Tahsildars	18	6	.	4
Remainder	10	...	5	4

No. 128, dated 28th February 1887.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Madras Government.

IN acknowledging the receipt of your letter No. 264, Miscellaneous (Public), dated 22nd February 1887, I am desired to say that the Public Service Commission would be glad to be furnished, in due course, with statistics showing the results of the references made to Collectors of districts regarding the educational qualifications of persons at present employed in the Subordinate Revenue Service in the Madras Presidency.

No. 404, Miscellaneous (Public), dated Fort St. George, 17th March 1887.

From—The Chief Secretary to the Madras Government,

To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 128, dated 28th February 1887, I am directed to request that the following figures may be substituted for those given in the Statement for-

warded with my letter No. 264, dated the 22nd idem, in respect of permanent Deputy Collectors and Tahsildars belonging to the Subordinate Revenue Service in this Presidency:—

	Total No.	Passed— Matriculation.	F. A.	B. A.	M. A.
Deputy Collectors	46	7	1	1	1
Tahsildars (including Deputy Tahsildars in independent charge)	209	47	17	8	...

V.

No. 102, dated Bombay, the 22nd January 1887.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

I AM directed to request that, with the permission of His Excellency the Governor in Council, you will be good enough to favour the Public Service Commission with a return in the annexed form, showing the nationalities and castes of the several persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in the Madras Presidency.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other offices corresponding to that of Munsif or Tahsildar which are not reserved for, or not ordinarily held by members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 239, Miscellaneous (Public), dated Fort St. George, 15th February 1887.

From—The Chief Secretary to the Madras Government,

To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 102, dated the 22nd ultimo, I am directed to forward the annexed return containing the information required by the Public Service Commission, and to state that, as an early reply was solicited, the statement has been prepared from the information most readily available, and may not therefore be quite accurate in detail, but is no doubt in the main correct.

CLASS OF APPOINTMENTS.	Europeans or Eurasians domiciled in India.	Europeans or Eurasians not domiciled in India at the time of appointment.	Mahomedans.	HINDUS. Brahmans including Shenvis.	Kshatriyas.	Kayasths, Prabhus.	Banyas and Vysias.	Shudras.	Others.	Sikhs.	Others.	Total.
SUBORDINATE JUDICIAL SERVICE.												
Small Cause Court Judges	...	1	...	1	...	..	...	1		...	...	3
Presidency Magistrates	1	1	1	1	...	...	...	..	...	...	...	4
Subordinate Judges	2	...	...	6	...	...	.	5	1	...	...	14
District Munsifs	6	...	2	69	...	..	5	19	5	...	...	106
SUBORDINATE EXECUTIVE SERVICE.												
Deputy Collectors	11	...	3	19	...	...	3	8	...	...	2	46
Do. (Temporary and on special duty).	1	...	1	12	...	...	1	3	...	...	3	21
Tahsildars	2	...	8	94	2	...	4	38	...	..	7	155

VI.

No. 112, dated Madras, the 5th February 1887.

From—The Secretary to the Public Service Commission,
To—The Chief Secretary to the Government of Madras.

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Information regarding Madras.

I AM desired to request that, with the permission of His Excellency the Governor in Council, the Public Service Commission may be favoured with a return in the annexed form showing (1) the number of persons who have passed the Entrance Examination, the First Arts or other corresponding examination, or who have taken the Degree of Bachelor or Master of Arts at the Madras University during each of the past ten years, and (2) the nationalities and castes to which such persons belong.

2. The favour of an early reply is requested.

No. 245 (Miscellaneous), dated Fort St. George, the 18th February 1887.

From—The Chief Secretary to the Madras Government,
To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 112, dated the 5th instant, I am directed to forward the annexed statement containing the information required by the Public Service Commission, and to state that, as regards Hindus, the return cannot be furnished exactly in the form forwarded with your letter under reply, as in this Presidency official and University statistics regarding caste generally distinguish only Brahmans and "Sudras," including in the latter term all non-Brahmanical castes. There are comparatively few Kshatriyas in Madras; the terms "Kayasth and Parbhus" are practically unknown; and the so-called Vaisias or Chettis stand on very much the same level as the higher castes of Sudras proper.

YEAR.	NUMBER OF PERSONS WHO HAVE PASSED THE ENTRANCE EXAMINATION.						NUMBER OF PERSONS WHO HAVE PASSED THE FIRST ARTS EXAMINATION.						NUMBER OF PERSONS WHO HAVE TAKEN THE DEGREE OF BACHELOR OF ARTS.						NUMBER OF PERSONS WHO HAVE TAKEN THE DEGREE OF MASTER OF ARTS.						REMARKS.
	Mahomedans.	Hindus.				Others (Europeans and Eurasians).	Mahomedans.	Hindus.				Others (Europeans and Eurasians).	Mahomedans	Hindus.				Others (Europeans and Eurasians).	Mahomedans.	Hindus.				Others (Europeans and Eurasians.)	
		Brahmans, including Shenvis.	Hindus not Brahmans.	Others (Native Christians.)	Sikhs.	Parsis.		Brahmans, including Shenvis.	Hindus not Brahmans.	Others (Native Christians.)	Sikhs.	Parsis.		Brahmans, including Shenvis.	Hindus not Brahmans.	Others (Native Christians).	Sikhs.	Parsis.		Brahmans, including Shenvis.	Hindus not Brahmans.	Others (Native Christians).	Sikhs.	Parsis.		
1876-77	19	744	329	85	...	...	73	1	81	29	13	...	...	7	...	48	14	6	...	2	...	3	...	...	...	1	
1877-78	8	497	194	63	...	...	45	1	129	43	10	...	...	8	...	36	11	3	...	2	...	...	...	...	...	...	
1878-79	7	204	80	43	...	...	22	...	118	33	14	...	...	7	1	87	24	22	...	6	...	1	...	...	1	...	
1879-80	15	704	249	80	...	...	46	2	196	52	31	...	...	14	1	47	22	11	...	4	...	...	...	...	...	...	
1880-81	32	854	326	88	...	...	71	5	97	36	14	...	...	15	...	83	19	10	...	1	...	4	...	...	1	1	
1881-82	19	670	290	92	...	...	60	6	295	86	26	...	...	10	...	98	29	14	...	3	...	2	...	...	1	...	
1882-83	27	947	419	151	...	2	88	4	181	56	31	...	...	7	4	79	19	11	...	6	...	1	...	...	1	...	
1883-84	47	1,077	412	144	...	...	59	5	352	98	37	...	...	9	...	120	32	4	...	3	...	2	...	...	...	...	
1884-85	41	937	415	144	...	2	64	2	258	63	29	...	...	16	2	103	42	18	...	4	...	6	...	...	2	1	
1885-86	31	1,184	453	156	...	6	65	5	321	91	30	...	1	8	4	117	30	11	...	1	...	5	...	...	2	1	

VII.

No. 131, dated Calcutta, the 7th March 1887.

From—The Secretary to the Public Service Commission,

To—The Secretary to the Government of Madras.

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Information regarding Madras.

I AM desired to request that, with the permission of His Excellency the Governor in Council, you will be good enough to furnish the Public Service Commission with information showing the extent to which encouragement is offered to Natives of the Madras Presidency, by means of Government scholarships or otherwise, to proceed to England for the purpose of completing their education. The Commission are aware of the fact that certain scholarships have been recently established for this purpose by the Government of India, but the present enquiry is made with a view to ascertain (1) whether any similar encouragement is offered by Local Governments and Administrations, and, if so, subject to what rules and conditions, and (2) to what extent advantage is taken of the same.

2. It would be convenient if you would be good enough at the same time to supply such information as may be available regarding scholarships, if any, which may have been established with a similar object in the Madras Presidency, but the cost of which is not borne by the State.

No. 460, dated Fort St. George, the 30th March 1887.

From—The Chief Secretary to the Madras Government,

To—The Secretary to the Public Service Commission.

WITH reference to your letter No. 131, dated 7th March 1887, I am directed to state that, apart from the scholarships recently established by the Government of India, and the Gilchrist scholarship offered annually in connection with the Matriculation Examination of the University of London to youths in India and Ceylon jointly, there is no scholarship in this Presidency granted either by Government, by the University of Madras, or by private individuals, with the object of inducing Natives of India to proceed to England to complete their education.

2. Three female normal teachers, already in the service of Government, were, however, sent to England in the years 1879 and 1881, in co-operation with the National Indian Association, for the purpose of studying the English educational system, and more especially the working of infant schools. Two of these ladies were Native Christians, and one a Eurasian, and the contribution made by Government towards their deputation was as follows:—

1879.—Miss Rajagopal—an allowance of ₹66-10-8 a month (being two-thirds of her Indian pay) during her deputation (15 months), and free first class passage back to India.

1881.—Miss Shanmukhand—a deputation allowance for 15 months, at ₹26-10-8 a month (being two-thirds of her Indian pay), *plus* a personal allowance of ₹100 while in England (from 22nd May 1881 to 30th May 1882), and free passage to and from England.

1881.—Miss Bernard—her pay ₹30 a month for 15 months and free passage to England.

VIII.

THE following telegram was received in reply to an enquiry as to whether all the members of the Subordinate Executive and Judicial Services in the Madras Presidency were Natives of that Presidency.

Dated Ootacamand, the 11th May 1887.

From—The Madras Government,

To—The Secretary to the Public Service Commission.

Your telegram 198 of 2nd instant. It is not thought that there is any Native officer in the list who is not a Native of this Presidency, but if you wish absolutely accurate information on this point, all Collectors and Judges will have to be referred to.

IX.

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Information regarding Madras.

Confidential No. 133, dated Calcutta, the 10th March 1887.

From—The Secretary to the Public Service Commission,

To—The Chief Secretary to the Government of Madras.

WITH reference to the reply given by the Madras Government to No. 232 * of the questions circulated with my letter No. 19, dated 30th November 1886, I am directed by the Public Service Commission to forward a copy of the reply to this question, which has been received from the Punjab Government, and to request that the answer for the Madras Presidency may, with the permission of His Excellency the Governor in Council, be amplified in the manner adopted in the case of the Punjab. I am at the same time to request that the answer to the question may be framed on the assumption that appointments will no longer be made to the Covenanted grades under the Statutory Rules, or in any other way except through the channel of the competition in England, save in very exceptional cases, and that the present system, whereby a proportion of appointments in the Covenanted Service is practically reserved for Natives of India by the rules issued under the Statute 33 Vic, Cap. 3, is discontinued.

2. As this question has a particularly important bearing upon the enquiries of the Public Service Commission, it is hoped that the reply thereto may be very carefully prepared.

* To what extent could the prescribed Covenanted Civil Service cadre in your Province be reduced if a corresponding increase were made in the English element of the Uncovenanted Service, or in the native element, or partly in one and partly in the other?

Revised answers of the Madras Government to Public Service Commission questions Nos. 232, 233, and 313.

QUESTION 233.

Answer.—The estimated strength required to officer the Madras Civil Service on its present footing is 164 in the month of January of each year, *i.e.*, after the recruits have joined. A scheme has been submitted under orders from the Government of India and the Secretary of State for the formation of three new districts, which would entail the addition of three more Collectors; and if this scheme is sanctioned, the strength of the service required will be 167. A strength of 164 in the month of January corresponds to one of 160 in July, when the retirements have taken place, and when the difficulty of manning the *cadre* of appointments above that of Assistant Collectors is at or near the maximum. Taking the average of eight years, and assuming the cadre to be filled, which the actual strength of the service has not always permitted, the distribution of the service in July would be as follows:—

Government of India	4(*a*)
High Court	3
Administration	12
Miscellaneous appointments	9
Collectors	22
District Judges	20
Sub-Collectors	15
Head Assistant Collectors	24
Passed Assistants	5(*b*)
Unpassed Assistants	9
Absentees	37
TOTAL	160

(*a*) The number now employed outside the Presidency is six.
(*b*) The actual average available was only one. Five are required to provide for the proper officering of sub-divisional charges.

No reduction of Covenanted strength can be made in the district revenue administration. The present number of sub-divisional charges (including treasuries) is 106. Of these only 39 are always held by Covenanted Civilians; 46 are held by permanent Deputy Collectors, who are almost all Natives of India (Statutory); and the remainder (21) are the head-quarter divisions, sometimes, but very rarely, in the charge of a passed assistant, sometimes in the charge of the Collector himself, but usually under a Deputy Collector temporarily entertained when there is no assistant of six months' standing in a district. These temporary Deputy Collectors have always been Statutory Natives. Eleven are employed on the average of eight years. At the present time there are 14 on general duty. It is proposed to raise the staff of permanent Deputy Collectors to 65, and absorb the temporary Deputy

Collectors, while ensuring that the Collectors themselves shall never be hampered with sub-divisional charge.

The number of Covenanted men provided above for employment under the Government of India or other Governments and for miscellaneous appointments is about as low as it can well be fixed. No reduction of Covenanted strength is possible under these heads.

A few natives of approved service in the Judicial line may eventually be appointed District Judges if the legal obstacles are removed. One of the Sub-Judges has recently been appointed a Statutory Civilian with a view of trying this experiment. But the number of natives fully qualified for the office of District Judge is very small; and though it will doubtless increase, the prospect of being able to fill satisfactorily any considerable number of the District Judgeships with natives is not sufficiently assured to warrant reduction of strength or decreased recruiting for the Civil Service at the present time.

Every appointment of outsiders to posts now reserved for Covenanted Civilians will doubtless be regarded as a grievance. But, in the opinion of the Governor in Council, the appointment of half-a-dozen non-Civilian District Judges could not legitimately be regarded as a grievance by any Covenanted men under twelve years' standing. Owing to various circumstances, chiefly the acceleration of the rate of retirement in recent years, and the fact that the large number of men appointed in 1862, 1863, and 1864 are now nearly entitled to pension and will go very quickly, the men now under twelve years' standing will enjoy altogether exceptional rapidity of promotion, which the abstraction of half-a-dozen appointments would not bring down to the average or near it.

The Government of India have been addressed at length on the question of the strength and recruitment of the Civil Service in letters, dated 13th September 1884, No. 1033, and dated 26th November 1886, No. 1246. The Public Service Commission can apply to the Government of India for these papers.

QUESTION 233.

Answer.—The Punjab answer is accepted.

QUESTION 313.

Answer.—The services referred to are the Subordinate Executive and the Subordinate Judicial Services. It is not necessary to lay down any fixed proportion.

H. E. STOKES,
Acting Chief Secy. to the Govt. of Madras.

No. 1355, dated Ootacamund, the 19th September 1887.

From—The Chief Secretary to Government, Madras,
To—The Secretary to the Public Service Commission.

I am directed to acknowledge receipt of your letter No. 132, dated 7th March 1887. His Excellency the Governor in Council has now reperused the original answers to the 324 questions propounded by the Commission and though, owing to their immense number and the hurry with which they had to be answered, the replies are somewhat brief and bald, he has decided, as requested in your letter, to allow them to stand in preference to stating his views in a more connected form with reference to the issues.

There are, however, certain of the answers—*e. g.*, Nos. 59, 60, 96, 102, 103, 163, 222, 245—which require considerable qualification. Those classes of the community in this Presidency whose views chiefly find expression in their newspapers have certainly exhibited much dissatisfaction with the existing Statutory system, or at all events with most of the appointments made under it, and have clamoured for open competition, but it may be doubted if there are not many of more moderate views, enjoying considerable social or official influence, who share neither that dissatisfaction nor that aspiration. The Commission have probably had better means than the Government possess of gauging native opinion generally, but His Excellency in Council is disposed to think that on the whole the majority of those whose views deserve most consideration would adopt the conclusions at which he himself has arrived. These are briefly that the Statutory service should be used as a means of promoting to the higher ranks men of proved and exceptional capacity in the Uncovenanted service and learned professions, and that such promotion must necessarily be made by selection. The last two appointments have been made upon this principle and appear to have received general approbation, and it may be mentioned here that the gentleman last appointed, a Judicial officer of long standing, but only gazetted to the Statutory service at the beginning of this year, has already officiated as a District and Sessions Judge.

If the Statutory service should be abolished, this Government would be glad to see a somewhat similar proportion of the posts now reserved for the Covenanted service thrown open to Uncovenanted officers, but their promotion to such posts could hardly be regulated otherwise than by a careful selection by Government, and practically the two systems would differ only in name.

PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION.

MADRAS PRESIDENCY (INCLUDING COORG).

VOLUME V.—SECTION I.

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PROCEEDINGS

OF

THE PUBLIC SERVICE COMMISSION

VOLUME V.—PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY (INCLUDING COORG).

SECTION I.—SUB-SECTION C.—INFORMATION SUPPLIED BY THE CHIEF COMMISSIONER OF COORG.

I.

No. 4, dated Lahore, the 16th November 1886.

From—The Secretary to the Public Service Commission,

To—The Secretary to the Chief Commissioner of Coorg.

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Information supplied by Chief Commr., Coorg.

I AM directed to request that, with the permission of the Chief Commissioner, the Public Service Commission may be favoured with a list of the names of selected officers serving in Coorg and belonging to (*a*) the Covenanted Civil Service, (*b*) the Statutory Service, and (*c*) the Uncovenanted Service, whose opinions the Chief Commissioner may consider it desirable for the Commission to invite on the subject-matter of the enquiries with which it has been entrusted as set forth in the Resolution of the Government of India in the Home Department No. 34—1573-80, dated 4th October 1886. I am also to request that the Commission may be favoured with a list of (1) any local Associations or Societies, (2) the Editors of the leading newspapers, both English and Vernacular, published in Coorg, who should, in the opinion of the Chief Commissioner, be consulted by the Commission. The Commission would further be glad if the Chief Commissioner would be good enough to suggest the names of any members of the general public, not being in Government service, who might with advantage be consulted on the subject-matter of the enquiries in question.

2. It is hoped that the Chief Commissioner will be good enough to let it be generally known throughout Coorg that the Public Service Commission will be glad to receive the opinions of any Association or Society, or of any gentlemen, whether or not in the service of Government, who may wish to lay their views before the Commission.

Demi-official letter, dated 1st December 1886.

From—The Secretary to the Public Service Commission,

To—The Secretary to the Chief Commissioner of Coorg.

I AM desired to forward herewith two copies of five sets of questions which are being circulated to Local Governments and Administrations in connection with the enquiries of the Public Service Commission, and to say that the Commission leave it to the Chief Commissioner of Coorg to determine whether it is necessary to take the opinions of any officers, associations, and members of the general public in Coorg, and, if so, to act accordingly. I am to add that if the Chief Commissioner considers that there are any officers or persons in Coorg who ought to give evidence before the Commission, such officers or persons should be in attendance at Madras to await the arrival of the Commission at that place. If Mr. Lyall should consider it desirable for the Commission to examine any witnesses from Coorg, and if you will kindly let me know who they will be, I will in due course intimate to you the precise date of the arrival of the Commission at Madras.

I need scarcely add that the Commission would be glad to be favoured with the opinion of the Chief Commissioner on the set of questions addressed to Local Governments and Administrations if Mr. Lyall should see fit to give his opinion thereon. If an opinion is sent, would you kindly see that the serial number of each question is correctly entered opposite the answer thereto?

No. 63—4476, dated 12th January 1887.

From—The Secretary to the Chief Commissioner of Coorg,

To—The Secretary to the Public Service Commission.

In reply to your letter No. 4, dated the 16th November 1886, asking for a list of officers and others in Coorg who might be invited by the Public Service Commission to offer opinions on the subject of their enquiry, I am directed to say that, in the Chief Commissioner's opinion, the Commissioner, Colonel Tredway Clarke, is the only officer serving in Coorg whose opinion the Commission can ask with advantage. If any official, a Coorg by birth, were to be consulted, the Munsif of Mercara would be the best man Mr. Lyall could recommend; but only certain selected questions should, I am to add, be put to him.

2. There are no Associations or Societies in Coorg, except the Coorg Planters' Association, which contains many gentlemen who have much knowledge of the country and people, but no acquaintance with the Statutory system.

3. There are further no English or Vernacular newspapers published in Coorg, newspaper readers there depending on Madras and Bangalore for their supply, but the Editor of the Bangalore *Daily Post* might, I am to say, be able to give a good opinion from the point of view of a European born and domiciled in India.

4. The Chief Commissioner doubts whether there are any members of the general public in Coorg who can be consulted with much advantage. The Commissioner, to whom Mr. Lyall referred this point, mentioned only the Reverend G. Richter and the Reverend H. A. Kaundinya, and the Chief Commissioner thinks that no better names can be suggested. The former gentleman was originally a Moravian missionary and afterwards for a long time in Government service in the Educational Department. The latter is a Malabar Brahman by birth, but a convert to Christianity, and married to a German lady. Both these gentlemen are very intelligent and know the feelings of the rising generation of educated Natives; but they have little or no knowledge of how the administration is carried on.

5. I am to add in conclusion that it has been notified in the *Coorg District Gazette* that the Public Service Commission will be glad to receive the opinions of any Association or Society or of any gentlemen.

II.

Demi-official letter, dated Bangalore, the 29th January 1887.

From—The Secretary to the Chief Commissioner of Coorg,

To—H. J. Stokes, Esq., Madras.

With reference to the accompanying copy of a telegram received from the Secretary to the Public Service Commission, Mr. Lyall desires me to explain that in his letter No. 63—4476 of the 12th instant, he had no intention of suggesting that the Commissioner and other persons designated should appear before the Commission as witnesses: he understood that the question he was replying to was what persons should be invited to send written opinions or answers to questions.

Looking to the remote position of Coorg, the Chief Commissioner doubts whether the non-official persons named would be willing to go so far to attend for the purpose of giving evidence; whilst the deputation of officials, such as the Commissioner and the Munsif, would be injurious to their work to an extent for which the value of the evidence they could give would not make amends.

The Secretary has just telegraphed for 20 spare copies of Mr. Lyall's note and replies to questions sent with my demi-official of the 13th; these I send herewith.

Demi-official reply, dated the 2nd February 1887.

From—The Secretary to the Public Service Commission,

To—The Secretary to the Chief Commissioner of Coorg.

With reference to your demi-official letter, dated the 29th of January 1887, to Mr. Stokes, I am desired to say that the Public Service Commission will be glad to receive from any gentlemen, official or non-official, resident in Coorg, whom the Chief Commissioner may see fit to consult, written replies to the Issues framed in connection with the enquiries of the Commission, five copies of which are transmitted herewith.

III.

REPLIES OF THE CHIEF COMMISSIONER OF COORG TO THE QUESTIONS PUT TO LOCAL GOVERNMENTS AND ADMINISTRATIONS BY THE PUBLIC SERVICE COMMISSION.

I.—Working of the existing Statutory System.

1. What systems of selection or nomination for the purposes of the Statutory rules have been adopted in your province?—The answer to Questions No. 1 to 58 is that the Statutory system has not been extended to Coorg in any way. There are only two appointments in Coorg to which Covenanted Civilians could be appointed (1) that of the Commissioner, which is the title by which the officer who does the work of Collector and Civil and Sessions Judge is known; (2) that of the District Magistrate and 1st Assistant Commissioner, who, in addition to the duties indicated by his title, has also the command of the Police.

These two appointments have hitherto been held by officers of the old Mysore Commission, almost all of whom have been Military Officers. Madras Covenanted Civilians have occasionally filled the posts for a time, and at present a European Deputy Collector of the Madras Uncovenanted Civil Service is acting as District Magistrate. There seems to be no opening for any appointments under the Statutory system in Coorg. The appointment of Second Assistant Commissioner on ₹300 per mensem has hitherto always been held by a Coorg promoted thereto from the post of Subedar (=Tahsildar) or of Sheristadar to the Commissioner of Coorg. Almost every subordinate executive and judicial appointment has also hitherto been held by Coorgs. With regard to the large number of European planters in Coorg and the rivalries, jealousies, and network of relationships between all the leading Coorgs, it would not do to appoint a Coorg to be District Magistrate, and Coorgs as well as Europeans would at present object to the appointment of a Native, not a Coorg.

2 to 58. Blank.

59. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general or is it confined to certain sections of the community?—No feeling exists in Coorg.

60 to 64. Blank.

65. What amendments do you advocate in section 6 of the Statute 33 Vic., cap 3?—I have no proposition to submit, which can be called an amendment of section 6.

66. Do you consider that section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness, and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide?—Yes.

67 to 78. Blank.

79. How is the present Statutory system regarded by members of the Uncovenanted Service?—With considerable jealousy and irritation, particularly in the case of members of the Uncovenanted Service who are of as good birth and social position as the members of the Statutory Service.

80. Blank.

81. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service?—I should say not, but my experience was in the early days of the system in the Punjab.

82. Has the result of the Statutory system been to secure the services of men of better social position and better family than those who usually accept posts in the Uncovenanted Service?—Yes, better on the average; but there are men of equally good family, &c., in the Uncovenanted Service.

83. Do young men among the landed aristocracy or of good family display unwillingness to accept employment under the Statutory rules?—No, not in the Panjab.

84 and 85. Blank.

86. Do young men among the landed aristocracy or of good family display unwillingness to accept posts in the Uncovenanted Service, and a willingness to accept employment under the Statutory rules?—No unwillingness in the Panjab or in Coorg to accept either.

87 to 97. Blank.

98 to 103. Would a system of nomination, with or without probation, be likely to secure well-qualified persons? Has experience actually shown such a system to secure well-qualified officers? Do you consider that nominations should be confined to persons of proved merit and ability? If so, how do you consider that merit and ability should be held to have been proved for this purpose? How would a system of limited competition amongst persons nominated for this purpose by the Local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded? In preference to either of the above systems (nomination and limited competition), would a system of open competition, pure and simple, for the Statutory Service commend itself to the Native community?—Only I think to the class of College students who would hope to win appointments, or to College Professors who look at things from an educational point of view, or to a certain class of Natives who are irritated by or hostile to English official

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Replies of Chief Commr. of Coorg.

influence in India and would like to see it broken down.

104. If competition (whether limited or open) is preferred, should there be one competition for all India or separate competitions in each province?—Separate competitions in each province.

105 to 260. Blank.

261. Should subjects of Native States be eligible for appointment to Covenanted posts in British India?—Yes.

262. If so, should this be extended to all Native States in alliance with the Crown, or only to those in subordinate alliance?—Only to those in subordinate alliance.

263. What system, if any, is at present adopted in your province for bringing into the public service persons who, from their position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeships?—Young Coorgs, of the best families and good education, are appointed direct to the office of Parpattigar, which is sometimes equal to that of Naib Tahsildar and sometimes to that of Revenue Inspector.

IV.

NOTE WRITTEN, WITH REFERENCE TO THE QUESTIONS CIRCULATED BY THE PUBLIC SERVCE COMMISSION, BY J. B. LYALL, ESQ., C.S., CHIEF COMMISSIONER OF COORG, DATED THE 7TH JANUARY 1887.

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Note by Chief Commr. of Coorg.

I understand the Commission is dealing only with the Executive (or Revenue) and Judicial Establishments, not with other special departments. The main objects seem to me to be (1) to give Natives of India a greater share in the higher administration, (2) to raise the status of all the employés in the subordinate posts. The latter seems the more important for the good of the country and for the good of the officials, as it affects far larger numbers.

2. I would not alter the system of a Covenanted Indian Civil Service except by reduction of its numbers, and would retain the Competition Examination in England as the sole channel of entrance to it. But, I think, the use of the term "Covenanted" might be abolished with advantage, this service being in future distinguished simply as the Indian Civil Service. To meet the complaint of the Natives of India that nineteen years is, in their case, too low a maximum age for admission to examination in England, I would raise the maximum to twenty years; but I would not go higher, as I am convinced from experience that (with exceptions in the case of remarkable men) young English Civilians who arrive in India at twenty or twenty-one take more kindly to the work, learn more of the Natives and their language, and remain more contented with the life than men who come out two or three years older.

3. It would be invidious and unfair to debar British subjects from appearing at the Indian Civil Service Examination in England, because they were Natives of India, even if the question had now to be decided for the first time; but it should be clearly recognized that the real object of the examination in England was, and is, to enlist for the Indian Civil Service the best young Englishmen available. I consider that the examination should be framed simply with that view, nothing being arranged either to impede or to facilitate the success of examinees of Indian birth in England, and no scholarships or allowances being granted by Government to Indian any more than to English examinees before they have passed. The result will be that the small number of Indians who pass into the so-called Covenanted Indian Civil Service will be men of some private means, combined with real ability and enterprise, and ordinarily of good social position in India.

4. I consider that it is not desirable that the admixture of Indians in this particular service should be other than small. A few Indians, who have had their views enlarged by education and residence in England, may be of advantage in it, but more would be an embarrassment and cause of weakness. The system by which Indian Civilians are, at their first start, appointed to very responsible situations above Native officers of age and experience, and after being put through a succession of important offices are allowed to retire on pension on completion of twenty-five years' service is a necessary incident of the command of the civil administration of the vast empire of India by a small body of Englishmen, only temporarily resident in the country. But there is no reason for this system when it is applied to Natives of India and many against it. As to the desirability of residence in Europe, I have said that I think a few Native officers who have had that experience are likely to be a useful element in the service; but the effects on the individual seem to me to be of a mixed character, in which the bad as often preponderates as the good, and I do not agree with those who think that no Native officers are fit for high employment who have not resided in England.

5. I do not think the Statutory Civil Service is a good way of improving the position of the Natives in the civil administration of India. It does not satisfy the aspirations of the bulk of the classes who seek for and are entitled to obtain higher employment, nor is it appreciated by the great mass of the people who want to be well governed, and are pleased to see their own countrymen, if fit, in high places. Moreover, it seems to me to degrade

Note by Chief Commr. of Coorg.

and exasperate all the men in the lower offices of the Executive and Judicial services for the sake of a mere handful of men. I am, therefore, in favour of abolishing the Statutory Civil Service and of re-organizing the Executive (or Revenue) and Judicial establishments of each province in such a way as to improve the prospects of all the men in them, while, at the same time, providing an opening similar to that afforded by the Statutory Service for direct appointment to high posts of a few men on special grounds.

6. I feel that the question is a very difficult one to handle, and that no one who has not had the control of the appointments for a province can probably appreciate all the difficulties, but I am disposed to think that the scheme which I am about to describe would be found practicable, and a real improvement, though not involving much serious change. To make my meaning clearer, and because I know the Panjab best, I shall write of the Panjab, but the same general plan could be applied elsewhere I think as well.

7. Excluding of course menial servants on pay of less than ₹15 per month, and Patwaris who are paid solely from a village cess, I would form all other appointments in the Executive and Judicial establishments of a province into a Provincial Civil Service. This service would be manned partly from the Provincial cadre of Indian Civil Servants, and partly from a Local Service composed of Native Indians, Eurasians, or domiciled Europeans recruited in various ways in the country.

8. Four-fifths of the superior appointments from District Judgeships and Deputy Commissionerships upwards would be reserved for the members of the Provincial cadre of the Indian Civil Service, and one-fifth (chiefly for the present in the Judicial line) for the Local service members of the Provincial Civil Service. If, in case of some particular vacancy, none of these latter were deemed fit, I would allow the Local Government to appoint a Native, or Eurasian, or domiciled European direct from the local Bar, or, that also failing, from the Provincial Civil Service or Bar of another neighbouring province. If no good man was available from such source even, an Indian Civil Servant should temporarily hold the post.

9. As to the subordinate appointments, I would, in the first place, abolish the invidious distinction of title between Judicial Assistant and Extra Judicial Assistant, Assistant Commissioner, and Extra Assistant Commissioner, and have some six grades of Assistant Commissioners, with pay ranging from ₹300 per month to ₹800. I would also abolish acting allowances among the grades of Assistant Commissionerships, as these allowances seem to me to give the junior Indian Civilians higher pay in the first five or six years of their service than is then necessary. The junior Indian Civilians would enter the Provincial Civil Service as Assistant Commissioners at the ₹500 grade, and would have their own list for promotion, a sufficient number of the appointments above that grade being reserved to them, to employ them till promoted permanently or temporarily to superior appointments. If, in the case of a vacancy in one of these subordinate appointments reserved to the Indian Civilians, there was no man in the cadre of that service for the province qualified to fill it, the Government could appoint one of the Local Service Assistant Commissioners to fill it temporarily.

10. Except the quotum of subordinate appointments reserved as above described for Junior Indian Civil Servants, all other subordinate appointments of the Provincial Civil Service would be held by Local Service men. There should be a general list maintained and published by the Government Secretariat of the Provincial Civil Service, showing all officers, whether Indian Civilians or Local Civilians, from the top down to all appointments of not less pay than ₹50 per mensem, and including also all Naib Tahsildars, even if drawing less than ₹50. The list should show the men by the grades they stand appointed to, not in the order of date of first appointment to the service. The appointment to all offices in the list should, I think, be gazetted, and where there is anything in the name of any of these offices, which may be considered by some people prejudicial to its dignity, it should be altered. For example, some people would be much more willing to accept an appointment if called Office Superintendent or Registrar than if called Ist or 2nd Clerk. All offices not on the above list would appear only in the lists for the division to which they belonged, and would not be gazetted.

11. The bottom of this list would mark the line at which men of good social position and complete education would ordinarily be expected to enter the service. Persons of the same class entering as lads from school would ordinarily enter the service in a lower grade, and rise into the Secretariat list appointment by promotion for merit. It may be thought that a clerkship in a Government office on ₹50 per mensem, or a Naib Tahsildarship in the Panjab on even less, are positions below those which a young Native of average good family, who has been highly educated at school and college, can be expected to be willing to take. I think this view, if held, is wrong, and is due to want of appreciation and grasp of the relative sizes of things in India and England. The pay of ₹50 per mensem is equal to the pay of five skilled artizans, or ten unskilled labourers in this country, and is by that test about equal to £300 per annum in England. Moreover, a clerkship in a Government office in India has even a greater local prestige than similar employ in a Government office has in England. Already in provinces like Madras, in which University education has extended, F. A. and B. A. graduates often enter the Government service as Revenue Inspectors on

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Note by Chief Commr. of Coorg.

R30 or as clerks on less, or the service of the Railway Companies as cashiers, station masters, etc.

12. The first appointments to the Provincial Civil Service for men entering at the bottom, that is, in posts below those in the Secretariat list, should, as at present, be by nomination with the proviso of having passed a minimum educational test. This might be the middle school examination for the lower clerkships, and something more difficult for the higher sort of posts. But it should be open to the appointing officers (who would, I suppose, be the Commissioner, District Judge, or Deputy Commissioner) to appoint by competitive examination among nominees if they thought proper in the case of any particular vacancy.

13. All persons who had given proof of merit and ability in the above-mentioned lower appointments of the Provincial Civil Service should be eligible for promotion to the gazetted appointments, *i.e.*, those on the Secretariat list, without any further educational test. But direct appointment to posts on this list (other than that of Naib Tahsildar, Tahsildar, Munsif, and Assistant Commissioner, for which there would be special rules) might be confined to men who had passed the First Arts, or some higher University Examination.

14. As regards appointments to the post of Tahsildar, it is more important that Tahsildars should be men of some experience, of force of character, and drawn pretty equally from all the leading classes among the people, than that they should be fine scholars. It is also important that most of them should be men taken from the rural, not from the urban populations. In the Panjab, and I believe almost everywhere else in India, these conditions will long be incompatible with selection by competitive examination, whether open or restricted to nominees. I consider, therefore, that the Tahsildars should continue to be appointed by the Financial Commissioner, in consideration of proved merit and ability in the lower ranks of the Provincial Civil Service. But the Financial Commissioner should have power to propose occasionally, for the sanction of Government, the direct appointment as Tahsildar of a young Native gentleman, on the ground of loyal service to Government of members of his family, or their high rank and influence in the province.

15. Naib Tahsildars being men in training to become Tahsildars, the same considerations apply except that experience is not necessary. They should be appointed either from lower posts in the Provincial Civil Service, or direct on the nomination of Commissioners subject to approval of the Financial Commissioner, and subject to their passing the lower departmental test.

16. The Munsif should be appointed (as I believe they are at present) by competition among candidates approved by the Chief Court. Such candidates should be selected either from the lower posts of the Provincial Civil Service, or from men who have passed their F.A. or some higher University Examination. But I think the Chief Court should have power to propose, for the sanction of Government, the appointment of Pleaders to be Munsifs without examination on the ground of proved merit and ability at the Bar. Such appointments of Pleaders should, I think, be limited to one-third of the vacancies.

17. In respect to appointments to Assistant Commissionerships not reserved to the Indian Civil Servants, I think that at least two-thirds of the vacancies should be reserved to men in the lower ranks of the Provincial Civil Service, recommended by the Financial Commissioner or by the Judges of the Chief Court, for proved merit and ability in the service. The remaining one-third of the vacancies might be filled, half by nomination by the Local Government on grounds of distinguished services of the family or its high rank and influence, and half by competition among candidates nominated by the Local Government on the ground of high intellectual attainments. The University and Commissioners of Divisions should be allowed to submit names to Government for admission to this competition.

V.

No. C.—4476, dated Ootacamund, the 30th May 1887.

From—The Officiating Chief Commissioner of Coorg,
To—The Secretary to the Public Service Commission.

WITH reference to your telegram No. 192, dated 25th April 1887, I have the honour to forward herewith copy of a letter from the Commissioner of Coorg, No. 116—69, dated the 13th May 1887, giving his opinion on the points raised in Nos. 311 to 324, and a series of answers to Nos. 265 to 310 of the questions framed in connection with the enquiries of the Public Service Commission.

2. The only observation I desire to add is, that in my opinion it is desirable, having regard to the number of Europeans in Coorg, that the 1st Assistant Commissioner (who is the District Magistrate) should be a European, not necessarily a man born in Europe, but a person who would commonly reckon as a European gentleman in this country. It might at times be extremely awkward if the Commissioner was the only European officer in the province.

No. 116—69, dated Coorg, 13th May 1887.
From—T. G. CLARKE, Esq., Commissioner of Coorg,
To—The Secretary to the Chief Commissioner of Coorg.

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I HAVE the honour to acknowledge the receipt of your letter No. 748-4476 of 3rd instant, forwarding copy of the questions put to Local Governments and Administration by the Public Service Commission, and to submit my answers, as desired, with reference to questions Nos. 311 to 324—

Note by Commr. of Coorg.

311 to 313. Is it, in your opinion, necessary that there should be a proportion of Europeans either in the Subordinate Executive Service or in the Subordinate Judicial Service, or in both of those services? If so, on what grounds do you consider that an admixture of Europeans is necessary? And what, in your opinion, is the requisite proportion to be maintained between Europeans and Natives in those services?—I see no necessity for reserving any proportion of posts in the Subordinate Executive or Judicial Services for Europeans. By this I do not mean that Europeans and Eurasians who are constructively Natives of India should be excluded from their fair share of such posts. I understand the question to refer to Europeans who are not domiciled in this country.

314 & 315. How do European members of the Subordinate Executive and Subordinate Judicial Services respectively work with Native members of those services? Has experience shown that Europeans serving in such capacities become dissatisfied with their position and with the general conditions as to pay, promotion, and retiring annuity under which they hold their appointments, and that their efficiency as public servants is consequently impaired?—Europeans (such as I understand to be referred to in these questions) would not, I think, work well with Natives in the subordinate grades, at least not where their position was one that placed them in subordination to Natives in that grade of the service. They would moreover expect exceptional treatment, and would not be ordinarily content with the usual conditions of service.

316. Are you in favour of laying down a rule that high educational capacity should be regarded as an essential qualification for appointment to the Subordinate Executive and to the Subordinate Judicial Services, as defined for the purposes of these questions?—A high educational standard of qualification is essential, I think, as regards the Subordinate Judicial Service. This is desirable also in the case of the Subordinate Executive Service, but not essential, and any rule should admit of exceptions in this case.

317. If so, what test would you apply?—The tests for the Subordinate Service should be similar to those already in force, and which are prescribed in the rules for the Madras special test examinations.

318. Do you think that the test should vary according to the character of the office to be filled?—The Madras special tests which have been adopted *mutatis mutandis* in Coorg vary according to the nature of the several offices.

319. Generally, what system do you advocate for filling appointments in the Subordinate Executive and Subordinate Judicial Services as above defined?—I am not certain that I fully understand the scope of this question, but in filling appointments to the Subordinate Executive and Judicial Services the claims of those who have passed the special tests should be preferred, as well as of those who are employed in the particular district where the vacancy occurs.

320. What preliminary qualifications would you require on the part of candidates for those appointments in regard to age and in other respects?—As regards age, I see no reason why the limit prescribed by the Code should not be applicable to posts in these services.

321 to 323. Is it possible to devise any one system which would be equally applicable to all provinces, having regard to the varying educational standards reached in the several provinces and the varying conditions prevalent therein? Do you advocate the requirement of a probationary period, and, if so, what should be the incidents of such period as to duration, pay, and in other respects? Would you require a probationary period in all cases, or would you dispense with it in certain, and if so, in what cases?—These questions have reference, I presume, to Europeans admitted to the lower grades of the service. As I have said, I am not in favour of the admission of such persons, unless they are of the class that fall within the category of Natives of India by the Statute of 1870.

324. If an open competitive examination were held in India for the Covenanted posts reserved for Natives, would persons who gained high marks in that examination and showed decided proficiency, but who failed to secure a place amongst the successful candidates, form suitable nominees for Subordinate Judicial and Executive appointments in the Uncovenanted Service?—I think not, as a rule.

ANSWERS BY THE OFFICIATING CHIEF COMMISSIONER OF COORG TO QUESTIONS PUT BY THE PUBLIC SERVICE COMMISSION TO LOCAL GOVERNMENTS AND ADMINISTRATIONS.

Answers by the Commr. of Coorg.

VIII.—Composition, recruitment, &c., of the Subordinate Executive and Subordinate Judicial Services.

265. Of what different classes of appointments is the Subordinate Executive Service in your province composed, including in the term "Subordinate Executive Service" all

Subordinate Executive offices down to and including the office of Tahsildar or other office corresponding to that of Tahsildar, which are not reserved by law for, or not ordinarily held by, members of the Covenanted Civil Service?—(1) Assistant Commissioners; (2) Subedars (Tahsildars); (3) Inspector of Schools; (4) Inspector of Police.

266. Into what grades is each class of the above Executive appointments divided in your province, and of how many appointments does each grade consist?—(1) 1st Assistant Commissioner and District Magistrate—one appointment; 2nd Assistant Commissioner—one appointment. (2) Subedars are divided into three grades: 1st Grade—one appointment; 2nd Grade—three appointments; 3rd Grade—two appointments. (3) Inspector of Schools—one grade and one appointment. [*Note.*—This officer is borne on the Madras Graded List, and draws one-third of his pay from Madras for discharging the duties of Inspector of Schools in the Malabar District.] (4) Inspector of Police—one grade, one appointment.

267. What rate of pay is attached to each grade?—1st Assistant Commissioner, ₹500 rising to ₹800 by five annual increments; 2nd Assistant Commissioner, ₹300; Subedar, 1st Grade, ₹150; Subedar, 2nd Grade, ₹125; Subedar, 3rd Grade, ₹100; Inspector of Schools, ₹500 rising to ₹750 by five annual increments; Inspector of Police ₹115.

268. Of what different classes of appointments is the Subordinate Judicial Service in your province composed, including in the term "Subordinate Judicial Service" all Subordinate Judicial offices down to and including the office of Munsif or other office corresponding to that of Munsif which are not reserved by law for, or not ordinarily held by, members of the Covenanted Civil Service?—Class of Munsif only.

269. Into what grades is each class of the above judicial appointments divided in your province, and of how many appointments does each grade consist?—There is only one grade which consists of two appointments.

270. What rate of pay is attached to each grade?—₹150 rising to ₹200 by five annual increments.

271. In the existing Subordinate Executive staff how many persons are (1) Europeans, (2) Natives of India of pure descent, (3) Eurasians and others who, though not Natives of India of pure descent, fall within the meaning attached to the words "Natives of India" by the Statute of 1870 (33 Vic., Cap. 3, section 6), and (4) persons who are neither Europeans nor Natives of India, whether of pure descent or within the Statutory meaning?—(1) Two are Europeans; (2) eight are Natives of India of pure descent; (3) *nil*; (4) *nil.*

272. What particular appointments in the Subordinate Executive Service are at present held in your province by persons falling under each of the above classes?—Class (1), 1st Assistant Commissioner andthe Ins pector of Schools; Class (2), the remainder.

273. What rates of pay are a ached to the appointments thus held in each case?—*Vide* answer to question 267.

274. What particular appointments in the Subordinate Judicial Service are at present held in your province by persons falling under each of the above classes?—The two appointments of Munsif are held by Natives of India of pure descent.

275. What rates of pay are attached to the appointments thus held in each case?—*Vide* answer to question 270.

276. Under what system of selection or nomination are appointments at present made in your province to the Subordinate Executive Service, as above defined?—Generally those in the service already are selected according to qualifications. For the two higher appointments of 1st Assistant Commissioner and Inspector of Schools the course recently followed in one instance, and which will probably have to be adhered to in future, is to apply to the Madras Government to nominate a suitable officer.

It may be mentioned that on a former occasion the post of 1st Assistant Commissioner was held by a Covenanted Civilian, but the appointment is not well paid and hence unpopular.

277. Under what system are appointments similarly made to the Subordinate Judicial Service, as defined above?—Generally, those in the service already are selected according to qualifications. In a recent instance a pleader from the Madras Presidency was nominated, as there was no suitable man in the province.

278. Have any rules been framed for the purpose of regulating such appointments, and, if so, what are they (*a*) in the case of the Subordinate Executive Service, and (*b*) in that of the Subordinate Judicial Service?—No.

279. What preliminary qualifications, if any, are required in the case of the Subordinate Executive Service and in that of the Subordinate Judicial Service respectively in regard to the age of candidates?—None, save the limitation provided in the Civil Pension Code.

280. In regard to their educational attainments?—The middle school examination of the Madras Presidency has been recently prescribed as the minimum standard of qualification for admission to appointments classed as "*Superior*" in the Civil Pension Code. No other standard of educational attainments has been laid down in regard to the Subordinate Executive and Judicial Services.

281. In regard to their moral, social, and physical fitness?—No special rule has been laid down beyond what is required by the Civil Pension Code.

282. In other respects (if any)?—*Nil.*

283. Are the same qualifications, if any, required on the part of the holders of all

appointments in the Subordinate Executive and Subordinate Judicial Services respectively, as above defined, or are different qualifications required on the part of candidates for different classes of appointments?—No special rule has been laid down.

284. If the latter, what are the qualifications required, and to what class or classes of appointments do they respectively apply?—No special rule has been laid down.

285. Are appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, as above defined, made on probation?—Yes, as a rule.

286. If so, what is the length of the probationary period required?—Ordinarily six months.

287. What are its incidents as to pay and in other respects?—The same pay as if permanently appointed.

288. If a probationary period is required, is it insisted upon in all cases, or is it dispensed with in any, and, if so, in what cases?—Please see answer to question 285. It may be dispensed with if the nominee is of proved merit and qualifications.

289. What departmental examinations (if any) are persons appointed to the Subordinate Executive and Subordinate Judicial Services respectively, as above defined, required to pass?—Please see rules sanctioned in Notification No. 61, dated the 25th October 1886, and in letter No. 340-357, dated the 8th March 1886, marked A and B.

290. Within what period (if any) from the date of original appointment must such examinations be passed?—If time be allowed, it is generally one year.

291. What is the penalty for failure to pass the examinations within the period prescribed?—No such case has occurred, and no rule has been prescribed.

292 to 295. How is promotion regulated in the Subordinate Executive and Subordinate Judicial Services respectively, as above defined? Does such promotion depend on fitness only or merely on seniority? Or, is it regulated by considerations of fitness combined with considerations based on seniority? If so, what relative weight is attached to fitness and seniority respectively?—Promotion s regulated by seniority combined with fitiness, seniority combined with marked unfitness giving place to fitness.

296 to 299. How is the present system of regulating appointments to the Subordinate Executive and Subordinate Judicial Services respectively regarded by influential sections of the Native community? Has the existing system the effect of securing for the Subordinate Executive and Subordinate Judicial Services, respectively, persons who are found to be thoroughly qualified for the performance of their duties? To what sections of Native society do the persons belong who accept under existing conditions appointments in the Subordinate Executive and Subordinate Judicial Services respectively? To what extent do Natives of good family and education in your province offer themselves as candidates for Subordinate Judicial and Executive appointments?—The appointments are so few, and vacancies occur so seldom, that these questions cannot be satisfactorily answered.

300. Do Natives who have been to England for purposes of study on their return to India willingly accept such appointments?—No such candidate has ever come forward.

301. How far are such appointments in your province restricted to persons *bonâ fide* resident in (and connected with) the province?—All the appointments except three are now filled by Coorgs and by a *bonâ fide* resident in Coorg.

302. How far are the professional classes represented in the Subordinate Executive and Subordinate Judicial Services respectively in your province?—One of the Munsifs was a pleader.

303. Do members of the professional classes in your province readily accept employment in those services?—There has been no experience in this direction.

304. Whatever system or systems may at present be adopted for the purpose of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, are any class or classes of persons expressly or practically excluded from such appointments?—No fit and suitable persons are, so far as is known, excluded.

305. If so, how is such exclusion justified?—See answer to last question.

306. Is it the case that certain classes of Uncovenanted appointments are practically reserved for Natives of pure descent owing to the fact that conditions are imposed which have resulted in shutting out Eurasians and other Statutory Natives of mixed descent?—No.

307. If so, how is such reservation justified?—See answer to last question.

308 to 310. What has been the effect on the efficiency of the Subordinate Executive and Subordinate Judicial Services in your province of the orders of the Government of India dated 18th April 1879, which debar, unless with the previous sanction of the Governor General in Council (1) the appointment of any person, not being a Native of India within the Statutory meaning, to an office carrying a salary of ₹200 a month or upwards; and (2) the promotion to such an office of persons, not being Statutory Natives, who entered the Department concerned after the 1st January 1879? Since the issue of the orders above cited, have any undomiciled Europeans or other persons, not being Statutory Natives of India, been appointed either to the Subordinate Executive Service or to the Subordinate Judicial Service in your province? If so, how many such persons have been appointed, and under what circumstances were the appointments made?—The points raised in these questions have not affected Coorg.

A.

Vol. V.
Sec. I.
Sub-Sec. C.

Answers by the Commr. of Coorg.

No. 61, dated Bangalore, 25th October 1886.

NOTIFICATION—By the Chief Commissioner of Coorg.

THE Government of Madras having consented to make the town of Mercara one of the centres for the Special Test Examinations of that Presidency, the Chief Commissioner is pleased to prescribe the following special tests for the offices in Coorg specified below; provided that an exception may be made in any individual case for special reasons and with the previous sanction of the Chief Commissioner :—

Madras. I. A.—Judicial Test—Civil—Higher Grade.

OFFICES.

1. Assistant Commissioner.
2. Munsif.

Madras. II. A.—Judicial Test—Criminal—Higher Grade.

OFFICES.

1. Assistant Commissioner.
2. Munsif.

Madras. I. B. Judicial Test—Civil—Lower Grade.

OFFICES.

1. Subedar.
2. Parpattigar with civil powers.
3. Sheristadar of Courts of Commissioner, 1st Assistant Commissioner, and 2nd Assistant Commissioner.
4. Head Munshi of Munsif's Court.

Madras. II. B.—Judicial Test—Criminal—Lower Grade.

OFFICES.

1. Subedar.
2. Parpattigar with criminal powers.
3. Sheristadar of Courts of Commissioner, District Magistrate, and 2nd Assistant Commissioner.
4. Head Munshi of Munsif's Court.

2. This cancels Chief Commissioner's Notification No. 23, dated the 1st May 1886, published in the *Coorg Gazette* of the 1st July 1886.

B.

Rules for the examination of Police Officers in Coorg, sanctioned in letter No. 340—357, dated the 8th March 1886, to the Commissioner of Coorg.

I. No person in future will be employed as Inspector or Sub-Inspector of Police in Coorg unless he passes a special examination in—

(1) The Indian Penal Code.
(2) The Code of Criminal Procedure.
(3) The Police Act (V of 1861).
(4) The Indian Evidence Act.
(5) The Gambling Act (III of 1867).
(6) The Excise Act (XXII of 1881).
(7) The Arms Act (XI of 1878) and the rules framed thereunder.
(8) The Coffee Stealing Prevention Act (VIII of 1878).
(9) The Cattle Trespass Act, No. 1 of 1871.
(10) The Forest Rules of 11th August 1871.
(11) A fair knowledge of English and Kanarese is indispensable.

II. Every station house officer, including Assistant Parpattigars of the 3rd class, shall, before being entertained in the service, pass a special examination in—

(1) The Indian Penal Code.
(2) The Code of Criminal Procedure.
(3) The Police Act (V of 1861).
(4) The Coffee Stealing Prevention Act (VIII of 1878).

} In English or Kanarese.

III. Every Constable will, six months after his enlistment, be orally examined with reference to what offences are cognizable by the Police and in the Indian Penal Code and the Police Act, and also in regard to the general duties of a Constable, such as beat, escort, guard, &c.

IV. Any Constable aspiring to the post of an Assistant Parpattigar of the 3rd class, will have to pass the examination laid down in Rule II.

V. These examinations will be held by the District Magistrate of Coorg, who shall grant certificates to such candidates as have passed, specifying the subjects in which and the date on which the examination was held.

VI.

MEMORANDUM ON THE SPECIAL FEATURES OF COORG BEARING ON ITS ADMINISTRATION.

Coorg (or Kodagu) is situated on the Western Ghâts, and is bounded on the east by the Native State of Mysore, on the north-west by the South Kanara, and on the south by the Malabar District of the Madras Presidency.

2. It consists for the most part of hill ranges formed by spurs from the main ridge of the Ghâts which constitutes the western boundary of the province. Towards the north and east, the lands partake of the character of the tableland of Mysore adjoining, and ragi and other dry crops are cultivated. In the rest of the province, which is known as Coorg Proper, the staple cultivation was until late years rice solely. Coffee was introduced in or about the year 1853.

3. The area of rice land is, in the absence of a regular survey, estimated at 73,401 acres, being about $\frac{1}{14}$ of the total area of the province, *viz.*, 1,583 square miles. The remainder of the land was covered formerly by dense forests. Of these forests or uplands, a certain portion has been from time immemorial assigned as "*bane*" to the plots of rice land (*wargas*) to which they are contiguous. The "*bane* lands" which provide grazing for the farm cattle as well as firewood and leaf manure are enjoyed rent-free. They are generally undefined in the ancient "*shist*" register (prepared in the time of a former Rajah of Coorg) excepting where circumstances rendered demarcation necessary in particular cases. The situation of the *bane* is given relatively with the *warga* (or farm), but not the area. This is a fertile source of land disputes in Coorg.

4. Since the introduction of coffee cultivation, both the "*banes*" and Government waste lands have been extensively cultivated with coffee, so much so that the area available for this purpose is now very limited. According to last year's returns, the area under coffee cultivation in Government lands (irrespective of cultivation on *banes*) was 72,334 acres, of which 36,315 acres were owned by Europeans. The cultivation on *banes* is estimated roughly at 13,000 acres. Considerable tracts of land, which in early years were taken up and cultivated with coffee chiefly by Europeans on the Mercara plateau as well as on the steep slopes of hills overhanging the Sampaje and Perambadi Ghât roads, have after yielding good crops for ten or fifteen years become totally unproductive owing apparently to the loss of the surface soil by the action of the heavy rain on a surface denuded of its natural forest, and have been for the most part abandoned. These lands are not included in the above computation of 72,334 acres of Government waste and 13,000 acres of *bane* lands; in all, more than 85,000 acres are under coffee cultivation.

5. The population is a very mixed one. According to the census of 1881, the numbers are 178,302, the principal classes being composed as follows:—

Coorgs	27,033
Mahomedans	12,541
Native Christians	2,637
Brahmans	2,445
Rajputs	480
Europeans and Eurasians	515
Total	45,651

The other classes are—

Other castes of good social position, Hindu	56,801
Inferior castes and tribes	21,100
Non-Hindu or aboriginal castes and tribes	54,630
Jains	99
Parsis	21
Total	132,651
Grand Total	178,302

6. The Coorgs (including the Amma Coorgs) thus form about 15 per cent. of the whole population. Their origin is somewhat obscure, but though from long isolation their customs and religious tenets have undergone some changes, they are no doubt Hindu Shudras (Wakkaligars), agriculturists by caste, and are immigrants probably from Mysore and the regions to the north of that State. The rice lands are mostly held by them on what is termed *jamma* tenure, the rate of assessment being half that imposed on other (*sagu*) lands. In the Rajah's times, the *jamma* raiyat was required to render certain customary services to the State, or rather to the sovereign. A holder of *jamma* land cannot sell or otherwise dispose of the land, on penalty of forfeiture of *jamma* rates of assessment. A transfer (among Coorgs) can only be by razinama (relinquishment) and darkhast (application). The land does not, however, as a fact usually change hands without consideration.

7. According to ancient custom and law, Coorg families live in commensality, the product of the lands being placed in a common fund administered by the "yejman" or head of the family. The practice, however is usually otherwise, forthere are but few families in which

by private arrangement the lands have not been allotted among the several members. This has been inevitable since it has become practicable for individual members to open coffee estates on borrowed funds. The interests of individuals of the same family have thus become no longer identical, and divisions, though not recognized by law, have been and are of common occurrence. The simplest solution of this dilemma would be for Government to recognize divisions as among Hindus, but the principal Coorgs are opposed to such a measure from fear that it would lead to the poorer classes alienating their lands largely in order to meet their immediate and pressing wants. They apprehend that if no check be placed upon such alienations, lands in Coorg would sooner or later pass into the hands of the foreign money-lender class. This condition of things occasions constant disputes among the people and difficulties in administration.

8. The province is divided into 6 taluks which are again subdivided into nads. The nads, which are of ancient origin, are 24 in number, each of which is in charge of a Parpattigar, whose duties are usually those of a Revenue Inspector and Police Station Officer. Several of the principal Parpattigars are 3rd class Magistrates and also exercise powers for disposal of civil suits up to ₹50 in value. The nad is the administrative unit, the revenue accounts of the province being prepared on the basis of the nad accounts. The taluks are supervised by Subedars who control the Parpattigars of the nads under them. They are usually 2nd class Magistrates and dispose of civil suits up to ₹100 in value. Five of the Subedars are also Sub-Registrars of Assurances and three Presidents of Municipal Committees.

9. There are two Assistant Commissioners, but neither is an assistant of the Commissioner for revenue administration. The 1st Assistant Commissioner is District Magistrate and also Superintendent of Police, as well as Marriage Registrar and President of a Municipal Committee. Until lately he discharged the functions of a Civil Judge within certain limits of amount. His original jurisdiction has recently been withdrawn, to afford him more liberty for Police inspection tours. He hears appeals from the civil decrees of Subedars and Parpattigars. He has been always an European Officer. The 2nd Assistant Commissioner (a Coorg) is the Treasury Officer and Registrar of the District. He exercises original civil jurisdiction in suits of ₹1,000 to ₹3,000 in value and has no appellate powers. He is also a 1st class Magistrate.

10. The Commissioner is Collector of the district. His is also the principal Civil Court disposing of all original suits above ₹3,000 in value, and of appeals from the higher Civil Courts, *viz.*, the two Munsifs, the 2nd Assistant Commissioner's and 1st Assistant Commissioner's Courts. He is Sessions Judge and Inspector General of Registration. He is also President of a Municipal Committee. The various separate Departments, *viz.*, Forest, Educational and Jail, correspond with the Chief Commissioner through him, and he is required to exercise a certain general control over them. This being a single isolated province, the accounts and budget estimates are prepared in the Commissioner's office.

11. The head of the Coorg Administration is the Chief Commissioner, who, being Resident in Mysore, lives at Bangalore, 155 miles distant from Mercara. The Chief Commissioner is also Judicial Commissioner and hears second appeals from the Courts in Coorg, as well as first appeals from the decrees and orders of the Commissioner in original suits and proceedings. He further combines the functions of Inspector General of Prisons and of Police with those of a Local Government.

12. An outline map of Coorg accompanies this Memorandum.

VII.

No. 3, dated 16th November 1886.

From—The Secretary to the Public Service Commission,

To—The Secretary to the Chief Commissioner of Coorg.

WITH reference to the Resolution of the Government of India in the Home Department, No. 34—1573-83, dated 4th October 1886, on the subject of the appointment of a Commission for the purpose of enquiring into the question of the employment of Natives of India in the Public Service, I am directed to request that, with the permission of the Chief Commissioner, you will be good enough to favour the Commission with full details showing the number of "charges" or offices in which Covenanted and Uncovenanted Officers engaged in the Executive and Judicial administration of the country are at present employed together with complete information as to the apportionment of these "charges" or offices amongst members of the Covenanted and Uncovenanted Services respectively in Coorg.

2. Columns 2—14, inclusive, of the statement embodied in paragraph 7 of the Resolution of the Government of India in the Home Department, No. 68—2024-35, dated 15th December 1881, show the nature of the statistics required; and I am to request that the return now asked for may be rendered as complete as possible so as accurately to represent existing facts. I am at the same time to enclose detailed lists of appointments upon which the figures given in the Resolution of 15th December 1881 in regard to Coorg were based, and to request that corresponding details may be furnished of the figures entered under each column of the present return.

3. The Commission would also be glad to be furnished with figures showing the existing cadre of the Covenanted Civil Service in Coorg, together with information regarding the proportion to the total strength of that service of (1) effectives, (2) officers on leave and other non-effectives, and (3) officers in training, respectively.

No. 2200—4476, dated the 11th December 1886.

From—The Secretary to the Chief Commissioner of Coorg,

To—The Secretary to the Public Service Commission.

I AM directed to acknowledge the receipt of your letter No. 3, dated the 16th November 1886, and to forward a note containing the required information in regard to the Covenanted and Uncovenanted Civil Service in Coorg.

Note showing the number and other details of "charges" or offices in which Covenanted and Uncovenanted Officers engaged in the Executive and Judicial Administration of Coorg are at present employed.

COVENANTED OFFICERS—

1 *Chief Commissioner.*—The Resident in Mysore is the Chief Commissioner of Coorg; he is also the Judicial Commissioner.

1 *Secretary to the Chief Commissioner.*—The Assistant to the Resident in Mysore is the Secretary; he draws an allowance of R250 per mensem for the Coorg work.

1 *Commissioner and District and Sessions Judge.*—Pay R1,200 rising to R1,500.

1 *1st Assistant Commissioner and District Magistrate.*—Pay R500 rising to R800. At present an Uncovenanted Officer is acting in this appointment.

1 *Deputy Conservator of Forests.*—Pay varies according to grade.

1 *Civil Surgeon.*—Pay varies according to rank. The Civil Surgeon draws an allowance of R50 per mensem as Superintendent of the Jail.

1 *Executive Engineer.*—Pay varies according to grade in the Public Works Department.

TOTAL . 7

UNCOVENANTED OFFICERS—

1 *Inspector of Schools and Principal of the Mercara High School.*—Is borne on the graded list of the Madras Educational Department; third of the pay is borne by the Madras Government: salary varies according to grade.

1 *2nd Assistant Commissioner.*—Pay R300.

2 *Munsifs.*—Pay rising from R150 to R200.

6 *Subedars (or Tahsildars).*—Pay from R75 to R150.

26 *Parpattigars (Deputy Tahsildars).*—Pay from R20 to R50.

TOTAL . 36

GRAND TOTAL . 43

The above figures represent the full sanctioned complement of the Covenanted and Uncovenanted Civil Service in Coorg which has always to be maintained, *i.e.*, on any of the officers mentioned proceeding on leave or otherwise becoming non-effective, another has to be appointed in his place.

VIII.

No. 89, dated Allahabad, the 5th January 1887.

From—The Secretary to the Public Service Commission,
To—The Secretary to the Chief Commissioner of Coorg.

I AM directed to request that, with the permission of the Chief Commissioner, you will be good enough to favour the Public Service Commission with accurate statistics showing how many persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in Coorg have (1) passed the Entrance examination, (2) passed the First Arts or other corresponding examination, and (3) taken the Degree of Bachelor or Master of Arts at an Indian University.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other office corresponding to that of Munsif or Tahsildar, which are not reserved for or not ordinarily held by members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 209—67, dated 5th February 1887.

From—MAJOR D. ROBERTSON, Secretary to the Chief Commissioner of Coorg,
To—The Secretary to the Public Service Commission.

IN reply to your letter No. 89, dated the 5th January 1887, I am directed to say that with the exception of the officer noted on the margin who has passed the B. A. and B. L. degree examinations, no other officer at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service in Coorg has passed any of the examinations referred to in your letter.

Attavur Ramaiya Punja, Munsif and 2nd class Magistrate.

2. It may be stated in explanation that the Coorgs who have hitherto had a complete monopoly of these appointments in Coorg, and must continue to do so to a very large extent, have only lately begun to pass collegiate examinations or take University degrees. The standard of education among public employés is, however, rapidly rising in Coorg.

IX.

No. 102, dated Bombay, the 22nd January 1887.

From—The Secretary to the Public Service Commission,
To—The Secretary to the Chief Commissioner of Coorg.

I AM directed to request that with the permission of the Chief Commissioner in Coorg, you will be good enough to favour the Public Service Commission with a return in the annexed form showing the nationalities and castes of the several persons at present employed in the Subordinate Judicial Service and in the Subordinate Executive Service of Coorg.

2. I am to explain that the information is required for each class of appointments separately, and that the terms "Subordinate Judicial Service" and "Subordinate Executive Service" are intended to embrace respectively all Subordinate Executive and Judicial offices down to and including the office of Munsif or Tahsildar, or other office corresponding to that of Munsif or Tahsildar which are not reserved for, or not ordinarily held by members of the Covenanted Civil Service.

3. The favour of an early reply is requested.

No. 481—177, dated 11th March 1887.

From—MAJOR D. ROBERTSON, Secretary to the Chief Commissioner of Coorg,
To—The Secretary to the Public Service Commission.

I AM directed to forward a return showing the nationalities and castes of the several persons at present employed in the Subordinate Judicial and Executive Service in Coorg, as requested in your letter No. 102, dated the 22nd January 1887.

Statement shewing the nationalities and castes of the several persons at present employed in the Subordinate Judicial Service and the Subordinate Executive Service in Coorg.

Class of Appointments.	Europeans or Eurasians domiciled in India.	Europeans or Eurasians not domiciled in India at the time of appointment.	Mahomedans.	Brahmans including Shenvis.	Kshatriyas.	Kayasths (Parbhus).	Buttyas and Vyeias.	Shudras.	Others.	Sikhs.	Others.	Remarks.
				Subordinate Judicial Service.								
Munsif	...	...	...	...	...	...	...	2[1]	...	...	...	[1] One is a Coorg by race; the other belongs to South Canara, Mangalore.
Revenue Department (including Judicial).				*Subordinate Executive Service.*								
Assistant Commissioner . .	...	1	...	...	...	...	...	1[2]	...	...	...	
Subedars	...	...	...	...	...	...	...	6[2]	...	...	..	[2] Are all Coorgs by race.
Forest Department.												
Ranger	...	...	...	...	...	...	...	2[2]	...	...	...	
Educational Department.												
Inspector of Schools and Principal	1	...	...	...	...	...	...	...	...	...	...	
Masters drawing ₹100 and above	1	...	...	...	...	...	...	...	...	...	...	
Public Works Department.												
Executive Engineer . .	1	...	...	...	...	...	...	...	...	...	...	
Upper Subordinates drawing ₹100 and above . . .	2	...	...	...	...			...	...	...	...	
Police Department.												
Inspector of Police . . .	...	...	1	...	...	...	...	...	...	...	...	

COORG CHIEF COMMISSIONER'S OFFICE;
Bangalore, 11th March 1887.

Government of India Central Printing Office, No. 13 P.S.C.,—11-10-87—625.

PROCEEDINGS

OF THE

PUBLIC SERVICE COMMISSION.

Volume V.—Proceedings relating to the Madras Presidency.

SECTION II.—MINUTES OF EVIDENCE TAKEN IN MADRAS.

(SITTINGS AT MADRAS.)

The 31st January 1887.

MEMBERS PRESENT.

1. Sir Charles Turner, Kt., c. i. e., *in the Chair.*
2. H. J. Stokes, Esq., c. s.
3. M. R. Ry. Salem Ramaswami Mudaliyar, b. l.
4. D. S. White, Esq.

The 1st February 1887.

1. Sir Charles Turner, Kt., c. i. e., *in the Chair.*
2. The Hon'ble J. W. Quinton, c. s.
3. H. J. Stokes, Esq., c. s.
4. T. H. Stewart, Esq., c. s.
5. M. R. Ry. Salem Ramaswami Mudaliyar, b. l.
6. W. H. Ryland, Esq.
7. D. S. White, Esq.

The 2nd February 1887.

(As on the 1st February 1887.)

The 3rd February 1887.

(As on the 1st February 1887.)

The 4th February 1887.

1. Sir Charles Turner, Kt., c. i. e., *in the Chair.*
2. The Hon'ble J. W. Quinton, c. s.
3. H. J. Stokes, Esq., c. s.
4. T. H. Stewart, Esq., c. s.
5. M. R. Ry. Salem Ramaswami Mudaliyar, b. l.
6. W. H. Ryland, Esq.
7. D. S. White, Esq.
8. Rao Bahadur Krishnaji Lukshman Nulkar.

The 5th February 1887.

1. Sir Charles Turner, Kt., c. i. e., *in the Chair.*
2. The Hon'ble J. W. Quinton, c. s.
3. H. J. Stokes, Esq., c. s.
4. T. H. Stewart, Esq., c. s.
5. M. R. Ry. Salem Ramaswami Mudaliyar, b. l.
6. D. S. White, Esq.
7. Rao Bahadur Krishnaji Lukshman Nulkar.

The 7th February 1887.

(As on the 5th February 1887.)

The 8th February 1887.

1. Sir Charles Turner, Kt., c. i. e., *in the Chair.*
2. The Hon'ble J. W. Quinton, c. s.
3. H. J. Stokes, Esq., c. s.
4. T. H. Stewart, Esq., c. s.
5. M. R. Ry. Salem Ramaswami Mudaliyar.
6. W. H. Ryland, Esq.
7. D. S. White, Esq.
8. Rao Bahadur Krishnaji Lukshman Nulkar.

The 9th February 1887.

(As on the 8th February 1887.)

The 10th February 1887.

(As on the 8th February 1887.)

The 11th February 1887.

(As on the 8th February 1887.)

PROCEEDINGS

OF THE

PUBLIC SERVICE COMMISSION.

Volume V.—Proceedings relating to the Madras Presidency.

SECTION II.—MINUTES OF EVIDENCE TAKEN IN MADRAS.

(SITTINGS AT MADRAS.)

WITNESS I—31st January 1887.

Examination of C. D. MACLEANE, Esq., of the covenanted Civil Service, Mus. Doc., M. A., Collector of Anuntpore, Madras Presidency.

Sir *Charles Turner.*

1. How long have you been in the service?—Over twenty-one years.

2. You are now employed on special duty in the compilation of the Madras Manual of Administration?—Yes.

3. You are a Fellow of the Madras University; a member of the Board of Examiners; Tamil Translator to Government; and in temporary charge of the office of Kanarese Translator to Government?—Yes.

4. Is the existing system of appointing Natives, as Statutory Civilians, to posts reserved for the Covenanted Civil Service, approved?—I am no representative of opinion. I am not in favor of it.

5. On what grounds do you object?—I think we have not secured very good men, and I think it is a patch on a regular system which has not been successful.

Sir *Charles Turner*—contd.

6. How would you remedy the defects of the system?—I do not think that the Statute requires any amendment at all. I do not think the rules—if you mean the rules of 1879—are objectionable; but the fact is that the rules consist of a series of orders, some of which I have not seen; they form a code. I think it is a mistake to say that the rules of 1879 by themselves constitute the charter of Statutory Civilians. Confining myself to them, I would say that the rules of 1879 require no amendment.

7. To what cause do you think the defects of the system are to be attributed?—That is a large question. Speaking for myself, I think we have arrived at a stage where we want an English and a local service. I think the present system is neither one thing nor the other.

8. Can you give us any suggestions for amending the existing system?—

Sir *Charles Turner*—contd.

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C. D. Maclean, Esq.

The rules of 1879 say that Natives of India shall be nominated by the Governor-General or the Local Government "for employment in" the Civil Service. I think the whole matter is involved in those words.

9. The Statute empowers the Government to appoint them to posts, does it not?—The rules of 1879, as I understand, have gone a step further, and, as it were, put them into a service without defining what that service is: that should be amended. I should be disposed to revise the rules to that extent and to leave greater discretion to the Local Governments.

10. We understand you to say that you consider that the Statutory Service should be abolished, but the Statute retained in order to empower Government to appoint persons of proved merit and ability to posts in the Civil Service?—Certainly, and I would encourage it to go even further than it has.

11. If Government went further than at present, would not there be some interference with the rights of the Covenanted Civil Service?—Well, we should have to make different conditions.

12. Would not that prevent good men from competing at home?—Yes. The remedy would be to revise the schedule of reserved appointments appended to the Act, so that candidates might know what to expect.

13. For what posts are the Natives best fited?—Undoubtedly Judgeships.

14. In Statute 33 Vic. cap. 3, the power of Government is limited to the appointment of Natives of British India, and does not embrace Natives of Feudatory States. Would you extend it to Natives of those States?—Yes.

15. Moreover, it does not embrace Englishmen whose parents may have settled in this country, but who may be born out of it?—I think that is an absurdity; I would amend it in that respect.

16. Have you any objection to appoint Europeans to the Statutory Civil Service?—Yes, we do not get good men; I have had some experience of them. Nomination is a very safe rule when the nominators are dealing with strangers, but not when they are dealing with their own friends. I would check the nomination of Europeans by very strict rules.

Sir *Charles Turner*—contd.

17. As to resident Europeans?—I would forbid their appointment in certain departments.

18. The appointment of Europeans to Covenanted posts is opposed to the Statute?—Then make it a mere matter of rule. It may be a mere matter of advice. If there were competition, I should have no objection whatever to their admission.

19. If the Statutory Service is retained, should the selected candidates be required or encouraged to proceed to England for training?—I do not think that it should be retained. I would have an English service recruited in England, and a local service recruited locally.

Mr. *White*.

20. You would like to have an English service and a local service. Would you kindly put that a little more fully to the Commission?—I think that we must have a body of men here with Western notions and thoughts; that is an English service. On the contrary, the other service is the whole residue. As to recruiting for the former, we may leave it in the hands of the English Civil Service Commissioners.

21. That is the recruitment in England, which is not within the scope of our inquiry. Would you reduce the number of appointments to be open to the Civil Service recruited in England?—The number has been reduced by the Act of 1870.

22. Then you would have an Imperial Service and a Local Service. What should the Local Service comprise?—I think the Uncovenanted Service, and I would develop it in any way thought fit.

23. Would you add more appointments to it; or if not, what would be the minimum salary you would fix? We should have to separate the higher service from the lower service. How would you do it?—I think the Uncovenanted Civil Service should be developed.

Mr. *Ramaswami Mudaliyar.*

24. You would retain the present Statute ?—Yes, certainly.

25. You would give the Government the power of appointing into the English service men who have distinguished themselves in the Indian service ?—Undoubtedly. I would leave them all the powers they possess. If the Government thought that a Deputy Collector would make a good Collector, I would give them the power to appoint him. I would leave it to the Government.

26. Do you not think that would give rise to dissatisfaction ?—Those who are affected by it must bear it.

Sir *Charles Turner.*

27. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service ?—I do not think there is any lively feeling about it here.

28. Do you know whether dissatisfaction is felt by the Natives of India with regard to this matter ?—I do not think so as the question has not come before them much.

29. Are they not dissatisfied with the rules for admission ?—I read Tamil newspapers, and I have not seen anything of it in those papers. I wrote a minute about it twelve years ago ; it is a large question.

30. It has been said that Natives labour under a disadvantage as to age ? —I would leave that to the Civil Service Commissioners.

31. Have you considered whether it would be feasible to hold examinations in India simultaneously with those held in England for the recruitment of the Imperial Service ?—It will be seen from what I have already said that this is inconsistent with my plan. I would certainly allow Natives to compete in England. The Imperial Service should be recruited in England.

32. Do you think that Natives obtained by the examination in England, are the best that could be procured under any system ?—I do not know ; we have only had one or two.

33. Have you no opinion as to the question of age ?—I would leave these matters to the Home authorities. I should not be disposed to give further facilities than those afforded at present. Twelve years ago I was in favor of keeping the age at twenty-three in the interests of the English Universities, but we were overruled.

Mr. *Ramaswami Mudaliyar.*

Sir *Charles Turner.*

34. Do you consider twenty-three better than twenty-one ?—I would leave that matter to the Home authorities.

35. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty ?—I would throw it open to all I think.

36. The Statute law allows the appointment of anybody to the Uncovenanted Service. The order of the Secretary of State prohibits the appointment of Europeans to posts carrying a certain salary without special sanction. Do you approve of that ? —I would keep the law as it is, but restrict it in practice as to Europeans. I think there is a great tendency to get inferior Europeans in by nomination.

37. How would you choose Tahsildars ?—The existing system is by nomination. I do not think that can be improved very well. You must get men practically acquainted with the work, and the best way to do that is to nominate them.

38. As to Deputy Collectors ?—I would certainly nominate them. I would not appoint them by competition. I would leave competition to be added to nomination in the case of the higher appointments.

39. That is what we call limited competition, is it not ?—Yes. It must vary very much in every case in which you apply it.

40. What are your views as to Munsifs ?—I think that competition would apply better to them than to revenue officials. They are now taken partly from vakils and partly from officials of the Courts who have legal qualifications.

Sir *Charles Turner*—contd.

41. Would you alter that system ?—I have never held a judicial appointment, and am not qualified to offer an opinion.

42. It has been suggested that pleaders of some years' standing would not be willing to undergo competition?—Then they would be out of it. I would not have any fixed rules.

43. As to Sub-Judgeships, would you alter the existing system ?—I do not feel qualified to offer an opinion.

44. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations, respectively, or with a preference for such residents?—Travancore and Mysore are practically the same as our own country, and I would include them. I don't know anything about other Presidencies.

45. You would not recruit from India generally ?—That would be going too far.

46. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service ?—I would not do it in so many words, but I would encourage the Local Government to do so.

Mr. *White*.

47. You have had a great deal of experience in this Presidency, do you think that the Uncovenanted Civil Service, as a whole, has benefited by the employment of men who have taken University degrees, or who have in some measure received a University education ?—I think it has improved enormously.

48. You have noticed this in the subordinates in your office ?—Yes ; the men have improved enormously.

49. Now as to recruitment. In other provinces in which we have conducted our enquiry, there has been a rather strong feeling that men of certain provinces should be given a preference in those provinces ; should men living in a certain province be employed in that province, or should people from other provinces be brought into the province?—I certainly would not allow that, for people from the north would not know the language here. I have not voted for competition ; therefore the case could hardly occur.

Mr. *White*—continued.

50. Would you give preference to Madrasis here?—I make the same answer.

Sir *Charles Turner*.

51. Can you tell us whether the existing Native judicial service possesses the confidence of the people ?—I think so. Now and then there is a complaint in the papers, but not very often.

52. As to the magistracy, do you think Native magistrates possess the confidence of the people ?—Not so much, perhaps, as the civil judicial service.

53. To what do you attribute their defects ?—I should be sorry to judge them. I speak only of the prevalency of complaints against them.

54. Do you think there are grounds for the reason assigned, namely, that the Tahsildars and revenue officers have a great deal of work to do, and consequently have to dispose of their criminal work hastily ?—Yes, I think that is so.

55. Do you think that their defects are to some extent due to their having less education than the civil judges ?—That is true, their qualifications are less. They are not so well educated, of course, but I think that will not be so much longer.

56. Do you think there would be any great difficulty in separating the judicial and revenue functions of Tahsildars ?—The present arrangement is decidedly an economical one.

57. As to the charges made respecting corruption among revenue officers in exercising criminal functions, have those charges been less frequent since educated men have been employed ?—I have not gone into the statistics.

58. Have you had any complaints against educated men ?—Speaking generally, no.

59. Have you found graduates more efficient than others ?—Much more.

60. In what capacity do you enlist graduates in the revenue department ?—As clerks, they are willing to enter at Rs. 25 per month. The revenue system is practically a service, and a man enters at the bottom, and rises, if possible, to the top.

Sir *Charles Turner*—contd.

61. How many years does it take him to obtain a Tahsildarship?—A few obtain it in fifteen years, but it depends upon fortune. It is several years at least.

62. Do you find that the graduates are less to be relied upon for the outdoor work of a Tahsildar than the class they are supplanting?—I have not noticed that.

63. What system of recruitment do you advocate to improve the revenue administration of the country?—I would foster the idea of competition, but it should be applied sporadically.

64. Is there not a great difference in the degree of advancement in different districts in the Madras presidency?—Yes, progress has been made more especially in the districts about the University. That is the seat of education. The northern districts are backward, except perhaps near the Kistna. Karnul is far more backward than Salem. Malabar has a culture of its own.

Mr. *Ramaswami Mudaliyar.*

65. Do you think it advisable to have a system by which a man who wants to rise to a post of high responsibility, should start in life on Rs. 15 or Rs. 20 per month?—I am not prepared to express an opinion.

Sir *Charles Turner.*

66. The question is whether you should not endeavour to recruit your local service from different strata of educational attainment and social position. Mr. Ramaswami Mudaliyar desires to know if you would compel all educated men who are desirous of appointments in the revenue department, to enter the department on Rs. 15 or Rs. 20 per month, or whether you would not appoint some of the better educated at once to Deputy Collectorships?—I am not prepared to answer that question.

Mr. *Ramaswami Mudaliyar.*

67. In Bombay they appoint men Karkuns on Rs. 30, and after a few months' training, Head Karkuns, and then Tahsildars; they are not required to rise from the bottom. I want to know whether a system by which a graduate or other person who has received a good education, and who wishes to enter the revenue service, may enter it without having to rise from the bottom of the service, would not be the best?—I have already said that I would give that power. We have power to do it now.

Sir *Charles Turner.*

68. There should be a certain number of the superior posts filled by promotion, and a certain number by bringing in new blood. You would give power to appoint outsiders to a certain degree in each grade?—Yes. Speaking for myself, I would appoint a a man according to the ability he displayed.

69. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—Of course if an officer is appointed locally, I would make a distinction.

70. On what principle would you regulate the distinction?—It is a matter of market value.

71. Should any distinction be made in the Furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground?—I do not think there is any need to alter them.

72. Supposing a man is a European, would you give him more furlough than a Native?—No, on the ground that practically it adjusts itself because Natives will not take furlough on half pay.

73. Have you any remarks to make as to retiring annuity?—The same question arises as to market value.

74. It must be regulated by market value?—Yes.

75. Have you anything further to add?—No.

WITNESS II—31st January 1887.

Examination of D. DUNCAN, Esq., M. A., D. Sc., Acting Director of Public Instruction, and Acting Commissioner for the Uncovenanted Service Examinations, Madras.

Sir *Charles Turner*.

76. When did you join the Education Department?—In 1870.

77. Before that time you were Secretary to Mr. Herbert Spencer?—Yes.

78. You are a graduate of the University of Edinburgh?—Yes.

79. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—It is viewed with more or less dissatisfaction—the dissatisfaction being confined to the educated portion of the community, that is, practically, to University graduates.

80. Is the feeling of dissatisfaction directed against the Statute itself (33 Vic., cap. 3, section 6), or is it directed against the rules framed thereunder?—The dissatisfaction is, I think, directed mostly against the manner in which appointments to the Statutory Service are made. High birth, talent as proved by public examination, and approved service, have, it is alleged, had to give place to mediocrity backed by influence. This is a prevalent opinion, but I do not say that it is well founded.

81. Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted Officers?—I am under the impression that the general public regard the status of Statutory Civilians as higher than that of Uncovenanted Officers.

82. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those

Sir *Charles Turner*—contd.

appointed or promoted to the higher ranks of the Uncovenanted Service?—No.

83. Has the result of the Statutory system been to secure the services of men of better social position and better family than those who usually accept posts in the Uncovenanted Service?—No; I believe none of the Statutory Civilians in this Presidency would have declined to accept fairly remunerative posts in the Uncovenanted Service.

84. On the assumption that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in this Presidency?—The wealthier classes would probably look upon a system of nomination with favor, not so the educated classes.

85. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—Nomination would not always secure well-qualified persons, but if it were to be employed, a period of probation would counteract some of the evils of such a system.

86. Has experience actually shown that this system secures well-qualified officers?—The experience of this Presidency has not been sufficient to justify a general conclusion being drawn.

87. Do you consider that nominations should be confined to persons of proved merit and ability?—Yes.

88. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—By service for a longer or shorter time in an Uncovenanted appointment.

Sir *Charles Turner*—contd.

89. How would a system of limited competition amongst persons nominated for this purpose by the Local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded?—Limited competition among persons nominated would, I think, be favorably regarded; but I would not have the nominations made by the University. The University authorities, as such, know merely the barest superficial facts regarding graduates and undergraduates; they know the marks the young men have gained, but little or nothing as to their characters.

90. In preference to either of the above systems (nomination and limited competition), would a system of open competition pure and simple for the Statutory Service commend itself to the Native community?—Open competition pure and simple would commend itself to the Native community.

91. If competition (whether limited or open) is preferred, should there be one competition for all India, or separate competitions in each province?—A separate competition in each province would be preferable. It would be fairer to those who aspire to a share in the administration of the country, and more likely to secure sound administration.

92. If there were only one general competition, how would you ensure a due proportion of appointments falling to the population of the several provinces?—Assuming the condition stated, I do not see how a due proportion of the appointments could fall to the population of each province, unless the claims of candidates standing higher in the list be set aside in favor of candidates who occupy an inferior place in the competitive examination. Assuming that a competitive examination brought out the best men, this would be an admission that Government is compelled by local exigencies to content themselves with inferior men. I do not, however, think that a competitive examination does bring out the best men.

Sir *Charles Turner*—contd.

93. Having regard to the varying educational standards reached in the several provinces, and the varying conditions prevalent therein, is it possible to have any one system of selection for all India, which would not result in the inhabitants of some provinces being more or less excluded from a due share of appointments?—I do not think it is possible to have one system of selection for all India.

94. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social and physical fitness?—I would require all the preliminary qualifications mentioned. As to age; being opposed to the appointment to the Statutory Civil Service of young men fresh from school or college, I regard the question of age as one of minor importance. If appointments were given only to men who had shown by several years' work under Government or otherwise that they possessed the necessary qualifications, the persons so appointed would generally be not under twenty-five years of age. (2) As a rule, the person appointed should be a graduate, and his intellectual ability would be ascertained partly by his position in the University lists, partly from the opinions of the head of his college, and partly by the evidence afforded by the work he has already done, either under Government or in his private capacity. (3) His moral, social and physical fitness should be ascertained in the same way as such qualities are ascertained in daily life.

95. Do you consider that after selection (whether by nomination or competition), there should be a period of probation?—If young men without experience are selected, a period of probation would be necessary; if tried men are selected, it would not be necessary.

96. Should the period of probation be passed in the ranks of the Uncovenanted Service, or of the Covenanted Service, or in what other manner?—The period of probation would,

Sir *Charles Turner*—contd.

in my view embrace the time during which the person selected has served in an Uncovenanted appointment and thereby proved his merit and ability. Similarly, with a person who had not up to the date of his selection served under Government, his career as a private individual would be the only probationary test required.

97. Do you consider that after selection and before entering on probation (or on duty), the person selected should undergo special training?—If an Uncovenanted officer of proved merit and ability were selected, no special training would be needed. If an inexperienced young man were chosen, special training would be necessary.

98. Should the special training in the latter case be carried out in India or in England?—Financial considerations would render it impossible to have this special training carried out in England.

99. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—An Indian Civil Service College would doubtless be of immense benefit in engendering and fostering an *esprit de corps* among the members of the Statutory Civil Service. There is no such feeling among them at present, and each man is a law unto himself. If money is forthcoming, there would be no difficulty in establishing and maintaining such a college; but it would not be necessary, if men whose merit and ability had already been proved were alone appointed.

100. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—I do not consider training in England essential. But if a member of the Statutory Civil Service wished to go to England, I would give him all the advantages as to leave and pay which a European Uncovenanted officer enjoys when he wishes to take leave to Europe.

101. Are you in favor of the establishment of scholarships tenable by Natives in England for the purpose of enabling them to qualify for the Civil or Statutory Service?—No.

Sir *Charles Turner*—contd.

102. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England or have gone to England to add to their qualifications, and those who have not?—Such a distinction would be purely artificial. If an officer had been to England and had benefited by his residence there, the quality of his work would be improved, and in the natural course of things, his promotion would be more rapid. This is the only reward which should be given.

103. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates, is it likely that it would be taken advantage of to any great extent?—I do not think that an opportunity of residence in England at a University would be taken advantage of to any great extent.

104. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—On the condition stated, I do not think it would be necessary to continue the Statutory Civil Service. Whatever other change is made in the Covenanted or the Statutory Civil Service, I would like to see the doors of the Covenanted Civil Service opened wide enough to admit experienced Uncovenanted officers, who, whether Europeans or Natives, when admitted, would be in all respects on a footing of equality with those who entered the service by competition.

Mr. *White*.

105. You have had a great deal of experience in connection with the Educational Department. Can you tell me whether education has made an improvement in the moral character of the young men who have taken advantage of it?—A very decided improvement.

Mr. *White*—continued.

106. They make very much better officers ?—Undoubtedly.

107. You would be in favor of a Civil Service College, and in that you would train persons for the service ?—Yes.

108. Do you not think that such an institution would improve the character of the students, and that their being associated together in that way and educated together, would bring about a better feeling among them ?—Yes.

109. It is rather marked in the Medical College, is it not ?—I believe so.

110. From your observation, do you find that many of the students are very much improved in manners ?—Yes, I think they are.

111. Do you think that such an institution would bring about the formation of a code of honor such as is now found in public schools in England ?—I believe it would tend in that direction.

112. That is a great want in India, is it not ?—Yes.

Sir *Charles Turner.*

113. You conduct the examination of the Uncovenanted Civil Service ?—Yes.

114. Have you examined any Statutory Civilians ?—No.

115. You are of opinion that competition is not the best mode of selecting Statutory Civilians ?—Certainly not. There are points which cannot be brought out by competition. I do not think competition is the best method of selecting public officers. I would combine it with nomination. There are points, both of intellect and moral character, peculiarly required of public officers, which cannot be ascertained by competition.

116. Such as promptitude of decision, sincerity, &c.?—Yes, we might get some idea as to the latter from a written paper, but not very much.

Mr. *Ramaswami Mudaliyar.*

117. Your remarks apply generally to competitive examinations ?—Yes.

Sir *Charles Turner.*

118. You would not do away with competition, but would combine it with nomination ?—Yes, and I would give the preference to persons who had already proved their merit by actual service.

119. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India ?—I believe the general opinion to be that, in the competition in England, Natives are heavily handicapped.

120. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition ?—I would not give Statutory appointments to Natives who have failed in the competition in England.

121. What class or classes of Natives in your province readily go to England ?—The middle classes, and chiefly those belonging to the Sudra caste.

122. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all ?—The examination in England should be the same for all.

123. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination, and the conditions as to age and other matters, in any respect place Native candidates at a disadvantage as compared with English candidates ?—Except in the matter of age, perhaps, and the incidents attending temporary residence in an uncongenial climate, I do not think that a Native candidate is at any disadvantage as compared with an English candidate. His command of the English language is not so ready, but, on the other hand, his highly retentive memory (which tells so much in a written examination) makes

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Sir *Charles Turner*—contd.

him a very formidable antagonist to the English competitor.

124. If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates; and, if so, what should the limits for Native candidates be?—Considering that the Native candidate has to proceed to England and adapt himself to the conditions of English life, I think the limit of age might be extended for one year. There is, however, much to be said for the retention of the same limits of age for all. For one thing, the Native youth reaches bodily and mental maturity at an earlier age than the English youth. On the whole, I am inclined to think that the limit of age presses rather heavily on both European and Native candidates, but a little more heavily on the latter than on the former.

125. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—The *pros* and *cons* are so nearly balanced that European candidates would doubtless be able to make out a case showing that they were placed at a disadvantage if a higher limit of age were allowed to Native candidates. I am now speaking on the hypothesis that the age for Natives only would be altered. I should much prefer it to be altered for both classes. I would raise the maximum to twenty-three. If it is raised to twenty-two or twenty-three, I would do the same for Europeans as for Natives. It is only because it is so low now that I have urged that Natives should have one year more.

126. What is the average age at which Natives at the Indian Universities pass the examinations for F. A., B. A. and M. A., respectively?—According to the University returns, the average age for the past ten years is, for Matriculation 18·5, for F. A. 19·7, and for B. A. 21·9. For M. A. the figures are not available, nor would they be of any value, as graduates come up for this examination from private study only, and after varying intervals.

Sir *Charles Turner*—contd.

127. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in this Presidency?—Taking the standard of wealth,—the pupils in Arts colleges during the official year 1885-86 were 2,688 in number. Of these, 90, or 3·3 per cent., belonged to the wealthier classes (*i.e.*, those whose parents had an annual income of Rs. 5,000 and upwards); 1,642, or 61·1 per cent., belonged to the middle classes (*i.e.*, those whose parents had an income less than Rs. 5,000, but not less than Rs. 200 per annum); while 956, or 35·6 per cent., belonged to the poorer classes (*i.e.*, those whose parents had an income of less than Rs. 200 per annum). From the point of view of caste or nationality, the figures given in the calendar for the B. A. examination pass list of last year are—

Brahmans	...	117
Other Hindus	...	30
European	...	1
Native Christians	...	11
Mahomedans	...	4
Total	...	163

128. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—No. Simultaneous examinations in England and India seem in the abstract the fairest arrangement; but if it is expected that the comparative capabilities for the public service of European and Native candidates would in that way be fairly arrived at, the result would not justify the expectation. The average Native youth has a far greater talent for acquisition than the average English youth, and his more retentive memory would tell in a written examination. Were examinations held simultaneously in England and India, the Indian results would show a higher average of marks than the English. But from this it would not follow that the Native candidates were better educated men, much less that they were better fitted for public service than the English candidates.

Sir *Charles Turner*—contd.

On the contrary, every one engaged in collegiate education has occasion to deplore how little the average under-graduate or graduate of an Indian University knows outside the prescribed curriculum. I am thinking of the average student, not of the brilliant exceptions which, as I have had the good fortune to know, are not unfrequently met with. Thanks to the educative influence of his surroundings, the English under-graduate or graduate has a vast store of general knowledge, compared with which his purely academic knowledge, however varied and extensive it may be, looks small indeed. In short, and looking at the question from the general point of view, the young English graduate is a better-educated man than the young Indian graduate, and is better qualified by his habits of mind and body to occupy a position of responsibility. The exceptionally brilliant young men should be encouraged to proceed to England to compete there and to benefit by residence for a few years in that country. A simultaneous competition in this country would, in my opinion, result in a deterioration of the public service, unless the examination in this country were saddled with conditions which would make it most unpopular.

129. How would this method of selection be regarded by the Native community generally?—Simultaneous competitions in England and India would be viewed with favor by the Native community generally.

130. Do you consider that the educational institutions available in India are at present capable of giving the very high-class education which it was the object of the competitive system, as introduced in 1855, to secure?—The educational institutions are capable of giving a high-class education in the particular subjects which they teach; but the results are much inferior to those of institutions of similar standing in England. The papers set at the examinations of the Indian Colleges and Universities are, on the whole, quite up to the standard of those set in England. It is true the education imparted until a few years ago was too much of a literary character, the physical and natural sciences being too much neglected. Moreover, from the little which our pupils know of English history and literature, and of the general movement of European thought, they have not that breadth of culture which is the accompaniment of University education in Great Britain. I should be disposed to say that what we call the higher education in this country is, mainly from the foregoing considerations, inferior to what was contemplated in 1855. If our Indian students on entering college brought with them the same amount and kind of general knowledge which English youths take with them to college, the results would be very much superior to what they are.

131. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—Yes.

132. Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—Yes, it would lead to a very decided preponderance of Brahmans in the public service.

133. Do you think there are any objections on political or administrative grounds to open competition in India?—This is partly answered under the previous question. Open competition, unless saddled with restrictions which would be inconsistent with its open character, would, moreover, excite hopes which could not be gratified.

134. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service?—Yes. The members of leading families would be nowhere in an open competition.

135. Under such a system, how would it be possible to provide against Natives of a province in which education is comparatively backward being excluded from appointments in their own province?—Natives of educationally-backward provinces would be excluded unless the standard

Sir *Charles Turner*—contd.

were lowered, or nomination took the place of competition.

136. Under a system of open competition in India, would the successful candidates be regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—I do not think that persons selected by open competition in India would be regarded as occupying an inferior position to persons selected by the same open competition in England. In point of fact they would not be such good men, for reasons already stated.

137. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—I believe the Native community would view such a plan with favor.

Mr. *White*.

138. You say that you would not have the double examination, that is, an examination in England and a simultaneous examination in India. You are aware that Natives labor under great disadvantages, for example the expense and the uncertainty of success in England?—Yes.

139. Supposing, then, a simultaneous examination was not held here, how would you provide an outlet for the intellect and energies of the educated classes? It is a matter of common observation that they are getting discontented, and want a larger share in the government of the country. Have you any scheme for meeting the aspirations of the people?—I should prefer to see a number of the appointments now held by Covenanted officers thrown open to the people of this country.

140. Would you have two services constituted?—Yes.

141. One service to be recruited entirely in England and the other here?—Yes.

Mr. *White*—continued.

142. Would you make the service recruited here much the larger service?—Yes, very much so.

143. How would you constitute such a service, if introduced; how would you provide the appointments for this local service? How would you make it sufficiently wide to provide for the arge number of people who will be seeking to enter this service?—I do not think it could be made sufficiently large to satisfy all who aspire to enter the public service.

144. Would you take a certain number of posts now reserved for the Covenanted Service, and give them to the local service you propose to constitute?—Yes.

145. At what limit in respect of pay would you make appointments in this service recruited in India commence?—I have not thought of that question.

146. Would you put it as low as Rs. 100?—Yes.

147. That, of course, would be the very subordinate appointments to be recruited from the generally educated class?—Yes.

148. Into that service you would place all appointments held by Covenanted Civil Servants, except those appointments recruited in England?—Yes.

149. Would you for this particular service exact any test of intellectual ability?—Yes. Supposing the lowest limit is Rs. 100, I should, as a rule, only admit graduates, and should also have a competitive examination before entering it. And after that, the promotion would depend upon departmental examinations and general ability.

Mr. *Ramaswami Mudaliyar*.

150. If Natives are to go to England, would it not be better for them to go after graduating here?—Yes.

151. And if the average age of a graduate is about twenty-one, how could they compete if the age for the competition were also twenty-one?—I recommended twenty-one on the assumption that the age for Europeans would remain as at present. It would be very much to the advantage of Natives if they went after graduating.

Mr. *Ramaswami Mudaliyar*—contd.

152. As regards subjects, do they not labor under greater difficulties than English candidates? For instance, Greek and Latin carry marks which give them an aggregate of 1,400, whereas Natives do not read more than one classical language; in that way are not Natives laboring under a disadvantage?—There are other optional subjects; there is mathematics, for instance. An English candidate who took up Latin and Greek would not generally take up mathematics. In point of fact, I believe that few English competitors take up both English classics and mathematics.

153. But there is nothing to prevent his doing so, is there?—I mean that when studying for the Civil Service, a man would take either classics or mathematics.

154. The Englishman has a strong incentive to take up mathematics also. Natives, I believe, labor under disadvantages so far as ancient languages is concerned. Is it fair?—If the aim of competition is to bring out the best men, then the competition is fair.

155. Would it not be fair to raise the marks for Sanskrit so as to put Native candidates on a more equal footing?—No. I think that Natives should be bound to take up Western classics.

156. Assuming that every Native candidate should be trained in the best possible way, he cannot compete on equal terms with the English competitor. He cannot learn Greek or Latin here. Would you, as Director of Public Instruction, recommend that facilities be given to put them on an equality?—You can learn Greek and Latin here if you like to pay for it.

157. Would not you raise the marks for Sanskrit?—Certainly not, because a knowledge of Sanskrit is not so valuable as a knowledge of the Western classics.

158. Do you not think a candidate's knowledge of Sanskrit may be of use here, but not his knowledge of Greek and Latin?—A knowledge of Greek and Latin opens up a knowledge of the world and of life which it is impossible to acquire by a knowledge only of Sanskrit.

Mr. *Ramaswami Mudaliyar*—contd.

159. You are not a Sanskrit scholar I think?—Yes, to some extent; I have passed in Sanskrit.

160. You apprehend Natives would have an advantage by a simultaneous examination?—I think so. Take the average Native student and the average English student, and I believe that the Native student would, as a rule, gain more marks on paper, even at twenty-three years of age.

161. Do you think he would get more marks in mathematics?—I am speaking of the average man. An average Cambridge man would gain as many marks in mathematics as a Native. As a rule, the average Native competitor would gain more marks altogether than the average English competitor.

162. Do you really think that the Native would have such an advantage?—I believe, from my experience in examining, that the average Native would gain higher marks than the average Englishman. In some subjects he would gain more, but I am speaking generally.

163. Supposing it is made a condition of a simultaneous examination here that the successful candidates should go to England, would Brahmans still have an advantage?—If Brahmans would go to England that would be the result. I do not think that Brahmans would object to go to England if they found it to their advantage.

164. If the examination is to be held in England, do you think they will go there on the mere chance of passing?—Yes. If the age limit is raised, more will go.

165. After all it is only on the mere chance of passing?—It is the same with the sons of English parents.

166. Do you not think we labor under greater difficulties than Englishmen?—I have already said so, but I also say that exceptionally brilliant men would go to England, but that I would not hold out encouragement by scholarships.

Mr. *Stokes*.

167. What does it cost to take a B. A. degree?—The notification now in force puts it at Rs. 72 for two years.

168. And for the First Arts?—Rs. 30 for four terms, and Rs. 36 for four terms for the B. A.

Mr. *Stokes*—continued.

169. Have you calculated what it costs to turn out a B. A. ?—I have the figures, and can let you have them. The notification came into force this month.

170. How do the students, whose parents have an income of only Rs. 200 a year, pay the fees ?—Some of the students get scholarships at Government colleges. We have also a system of aided scholarships in aided Institutions, Government giving a one-third grant.

171. Are these scholarships confined to poor people ?—The conditions are ability and poverty. I do not think the enquiry is sufficiently strict as to poverty.

172. Then do you not think these figures you have given us are likely to be misleading ?—It will affect the figures to some extent, but not much. In some aided Institutions large sums are provided from other countries to pay for education. The other day Rs. 6,000 were sent from France to the College at Trichinopoly.

173. In the event of a competitive examination being held in India, you said it might be desirable to impose a condition which might make it unpopular; will you tell us to what you referred ?—I meant that to make it an equal test you would require to have some system of weeding out the candidates.

174. Have you ever talked to Brahmans about their going to England?—I do not think they would have a great objection. If it was a condition imperative upon the Brahman that the appointee should go to England, I think he would go.

175. Do the figures you have given fairly represent the results of several years ?—Yes, I think so. I can give you the figures for several years.

Mr. *Ramaswami Mudaliyar.*

176. Can you give us some idea of the cost of education in England ?—The fee in Edinburgh is usually three guineas each class per annum for a six months' session. In the Arts course there is usually one session a year. Ten guineas would probably be about the average. The cost increases somewhat in the third and fourth years I do not know the fees charged by English Universities. Sometimes a student has to attend a summer session, which raises the cost. It averages three or four guineas a class, or twelve to sixteen guineas a year for four years.

Mr. *Ramaswami Mudaliyar*—contd.

177. How many scholarships are open here ?—There is a number of endowed scholarships. Government scholarships are given only to poor students, Mahomedans, or women. We give a one-third grant to aided Institutions for scholarships.

178. These would not be Government scholarships ?—No, we assist the aided schools. We give one-third, up to a certain limit, if the student is poor.

Sir *Charles Turner.*

179. As to middle class schools in this Presidency, are they satisfactory?—No, they are not very satisfactory; not so satisfactory as we could wish.

180. How could they be improved? —There is a proposal to add an additional year to the course. It has been proposed to put a third year before matriculation.

181. You have been for many years an examiner in the University, and have had experience in examining in Britain ?—Yes.

182. Do you consider that the B. A. exmination here is fairly equivalent to the examination for a degree in Edinburgh ?—Yes.

183. How would your best B. A's. compare with graduates at British Universities ? Would they get honors at such Universities ?—I believe the pick of them would.

184. You are well acquainted with the Civil Service examination in England ?—Yes.

185. How many graduates of the University of Madras would be capable of holding their own in competition with men who go up for the competitive examination in England ?—Taking them at nineteen years, hardly any I should think.

186. At twenty-three they would have a better chance I suppose ?—A very much better chance.

187. The Native comes under vastly superior training during his college

Sir *Charles Turner*—contd.

course?—Yes. Nineteen is the time when the Native student enters on University education.

188. The Native student comes under University training when he passes the First Arts Examination?—Yes.

189. I believe special facilities have been given lately for the study of physical and natural sciences?—Yes.

190. With regard to Latin and Greek, is it difficult to obtain education in those languages?—There are only two or three institutions where they are taught, Doveton College, Bishop Corrie's School, and St. Mary's School. Doveton College takes only a small percentage of Natives. St. Mary's is open to Natives. It is different up-country. Very superior education in Latin is given at the Jesuit's College at Trichinopoly.

191. Do Natives study it at that Institution?—Yes, and pass very creditable examinations.

192. In your department you obtain your highest officers from England?—Yes, we draw about sixteen, I think. We have a graded service which the Secretary of State appoints. They are all Europeans at present except two. There are two Native gentlemen in the graded service, appointed by the Secretary of State. Neither of them has been to England. The last appointment given to a Native was an inspectorship; that was the first appointment of a Native made by the Local Government. The inspectorship was created for a Native.

193. Do you think it would be possible to conduct your department with fewer Europeans and more Natives?—No.

194. Have you many educated Natives you could put into posts now held by Europeans?—I have half a dozen who would be fit for the department, but not so good as men from England.

195. At what age do Englishmen join your department?—It varies very much. Sometimes at twenty-two or twenty-three; more frequently from twenty-five to thirty. A great many of them have taken distinguished honors at the Universities.

Sir *Charles Turner*—contd.

196. Can you name instances?—The present Acting Principal of the Presidency College is a Wrangler. There are and have been high Wranglers. We have also First Honors men; I was a First Honors man myself.

197. Do you think that if the age were raised to twenty-three for the Covenanted Service, we should get an inferior class of English candidates?—No; a superior class.

198. An opinion has been expressed by some witnesses that in order to secure as good Covenanted Civilians as we now obtain, we must get them young, and that it is necessary to "catch" them at nineteen; do you share that view?—I do not. We should have more University men, and certainly men whose minds are better formed by reason of their more mature age.

199. Is it not frequently the case that men who desire to undergo University study postpone electing a career until almost the closing years of their University life?—Yes.

230. Supposing an examination were held in India simultaneously with the English examination, would it be possible to make an arrangement to secure equality of tests between the candidates?—Yes, as far as the written examination goes.

201. As to *viva voce*?—No.

202. Have you found that the *viva voce* examination varies as a test if conducted by different examiners?—Yes.

Mr. *Ramaswami Mudaliyar.*

203. Do you think that difficulty insuperable? Supposing it is the wish of Government to have a simultaneous examination without lowering the standard, do you think it is possible to devise some means of providing an equal test?—Yes, so far as written questions are concerned, but it would be quite impossible for an examiner for the Civil Service to arrive at a comparison from the record of two *viva voce* examinations, one undergone by an Englishman in England and the other by a Native in India.

Mr. *Stokes.*

204. Could not the examiner in England send out directions as to how the

Mr. *Stokes*—contd.

viva voce examinations were to be conducted?—I should regard that as a written examination. It fails to secure the important part of the *viva voce* examination. I mean the impression formed by the examiner as to the candidate. I do not see the use of a *viva voce* examination if it is only a record of answers.

205. Is there no means of avoiding the difficulty?—If it could be carried out only in the way which you suggest, I should give up the *viva voce* examination.

Sir *Charles Turner*.

206. To what extent does the Uncovenanted Service in your province include in its ranks persons eligible, on the ground of proved merit and ability, for appointment to offices ordinarily reserved for members of the Covenanted Civil Service?—There are many persons in the ranks of the Uncovenanted Service who, on the ground of proved merit and ability, might be promoted to offices ordinarily reserved for the Covenanted Civil Service.

207. Could they be appointed to the lowest grade of the Covenanted Service without suffering in pay?—Appointment to the lowest ranks of the Covenanted Service would in many cases involve loss of pay. But it could be arranged that the persons so appointed should continue to draw the pay they drew at the time of appointment until such time as, in the ordinary course of promotion in the Covenanted Service, they should reach that figure.

208. Under existing rules as to pay, &c., how would such appointment be regarded by Uncovenanted officers? Do you think they would be willing to forego pay for the sake of the advantages which admission to the Civil Service might afterwards bring?—My experience in the Educational Department is that Natives, as a rule, do not like a present and temporary loss of pay, even when accompanied by promotion to a higher class of office carrying with it a subsequent and permanent rise in pay.

Sir *Charles Turner*—contd.

I think, however, that if admission to the Covenanted Civil Service were placed within their reach on this condition, they would, if comparatively young men, be prepared to forego pay for a time. Much would depend on the age of the officer. If he were near the end of his service, he would not be prepared to forego pay for the sake of an appointment carrying somewhere in the future, which he, in his official capacity, could never reach, higher pay than his present emoluments.

209. What special provision, if any, do you think should be made for the appointment to Covenanted posts of deserving members of the Uncovenanted Service?—I would not recommend any special provision being made, but whenever opportunity offers, deserving members of the Uncovenanted Service should be appointed to Covenanted posts. I am averse to special provisions which tend to fetter the hands of Government. The first thing to be considered is the good government of the country, not the aspirations of candidates for Government offices.

210. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service, and if so, what classes?—I do not see any reason for restricting such appointments to any particular class of Uncovenanted officers. I believe the Educational department has given many men to the Executive service.

211. Should persons so appointed be appointed provisionally and be required to pass through a period of probation before final confirmation?—If the persons so appointed were men of proved merit and ability, men who had shown by their career in an Uncovenanted appointment that they possessed the requisite intellectual, moral, and physical qualifications, a period of probation would be quite unnecessary.

212. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the higher Covenanted offices without requiring them to pass through the lower grades?—If a member of the Uncovenanted Service has shown him-

self to possess the necessary qualifications for one of the higher Covenanted offices, he might be appointed to that office without passing through the lower grades.

213. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—If appointments now held by members of the Covenanted Service appointed in England, are to be thrown open at all, I would prefer to see the Statutory Service abolished entirely. The appointment of Native youths fresh from an Indian college is not for the good of the country. The natural and legitimate aspirations of the people for a larger share in the administration of their native land, would, I believe, be fully satisfied, if certain appointments now held by Covenanted Civilians were thrown open to men who by approved service had shown themselves to be fit for more responsible positions. The area of appointments covered by the Covenanted Service might be narrowed, entrance being, as now, restricted to competition in England.

214. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—European members of the Uncovenanted Service should have the same opportunities of promotion to Covenanted posts as Native members, neither more nor less. Proved merit and ability should be the guiding principle in all such promotions.

215. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India?"—The foregoing remark applies equally to Eurasians.

216. Ought not the Uncovenanted Service equally with the Covenanted Service to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—Yes.

217. How far is the existing system of education in the higher schools and colleges in India well adapted for training young men to the public service? Can you suggest any improvements?—The best reply to this question is an appeal to facts. Most of the Native public servants have been educated in our schools and colleges, and the manner in which they perform their duties is the best answer to the question. It is quite true that many, perhaps most, of our students look forward to Government service, but those who have charge of their education endeavour as much as possible to keep this in the background. What educational officers and heads of schools and colleges aim at is to give the young a sound, liberal education, as far as the means at their disposal and the materials they have to work upon, permit. I should be sorry to see our high schools and colleges for general education modify their course of instruction with the avowed end of training young men for the public service. The best liberal education is the best training for public life, whether official or unofficial. A sounder knowledge of history and a knowledge of political economy are desiderata in our high schools and colleges, whether from the point of view of a liberal education or from that of the public service. Speaking as an educationalist, I believe that simultaneous examinations for the Covenanted Civil Service held in India would have a most injurious effect on the higher education in this country.

218. In 1854 Lord Macaulay's Committee were of opinion that the best, the most liberal, and the most finished education to be procured in England was a necessary qualification for admission to the Civil Service. Do Indian schools and colleges at present supply an education of so high a standard?—I have already stated that, speaking of them as a class, the young men who leave our high schools and colleges are not nearly so well educated as those who leave the

Sir *Charles Turner*—contd.

public schools and Universities of Great Britain.

219. Do you consider that Indian schools at present develop the force of character and other qualities required for English administration?—Only in a comparatively small degree.

220. Does a voyage to, or residence in England result in placing those Natives who undertake it more or less out of touch or sympathy with their fellow-countrymen on their return to India?—Residence in England tends, I think, to place Natives, if they go there young, out of touch and sympathy with their fellow-countrymen. When they go there in mature years, this effect is not likely to follow. We have cases in this Presidency of young Natives from England being out of touch here. When they return to India they prefer to converse about Europeans and European subjects. They prefer to mix with Europeans rather than with their own countrymen, and discuss subjects in which Europeans are interested rather than Native subjects. I remember one particular instance where a Native who had been to England said it was "such a bore getting up those Native languages."

221. Would the requirement of a temporary residence in England as a condition precedent to or following on appointment to the Government service, have the effect of excluding from such appointments any considerable or important section of the Native community?—It has had that effect in the past, but it will have it less and less every year.

222. If the Statutory system is discontinued, should special provision be made for the appointment to Covenanted posts of Natives who, for religious or other sufficient reasons, are unable or unwilling to undertake a journey to, and residence in England? If so, what provision should be made for this purpose?—If the Statutory Service were abolished, it follows, from what I have said in previous answers, that, in my view, persons in the Uncovenanted Service of proved merit and ability should be appointed to posts hitherto reserved for the Covenanted Service, irrespectively of the consideration whether they would or would not go to England. Probably, the question proceeds on the assumption that there is to be in India a simultaneous examination for the admission of young and untried men. To this I am opposed both on political and on educational grounds.

Sir *Charles Turner*—contd.

223. Whatever system or systems may be adopted, ought power to be reserved to Government to appoint to Covenanted posts candidates of high family subject to such antecedent guarantees of fitness as may be considered sufficient in each case?—In the present condition of India power ought to be reserved to Government to appoint candidates of high family on the conditions stated.

Mr. *White*.

224. You say that the Uncovenanted Service should be recruited from all natural-born subjects of Her Majesty, Europeans included?—Yes.

225. Do you not think that Europeans already have a monopoly of the higher posts; for instance in the Covenanted Service, the Military Service, and even in the Uncovenanted Service? If you give them this privilege would it not defeat the policy of the Act of 1870?—I spoke of promoting Europeans alike with Natives. I was not thinking of first appointments.

226. Under those circumstances if you bring in an additional class of persons to share in the appointments open to Natives, in order to do justice to all you would have to make a larger share of appointments available to meet the demand?—I should be inclined to place restrictions upon the employment of Europeans in the Uncovenanted Service.

227. I assume that you would make them pass an intellectual test before admitting them into that service?—Yes. I think that the class of Europeans who would enter the Uncovenanted Service would not hold their own against Natives in the preliminary examinations. I am opposed to Europeans entering the Uncovenanted Service without examination.

Sir *Charles Turner.*

228. Would you impose any other conditions ? Is your objection founded on an apprehension that there might be an abuse of patronage in favor of Europeans ?—Yes.

229. Would it not be a sufficient safeguard to impose a condition of residence for a certain number of years in the country coupled with a specially high examination in the vernacular ?—If that is done there is no fear that many Europeans would enter the service. If residence and such an examination as is suggested were made compulsory, I think that would meet the case. I do not think the European would have any unfair advantage then.

230. Ought power to be reserved to Government to appoint to Covenanted posts persons who have proved their merit and ability in Government service, or in the exercise of a profession, without preliminary examination or competition ?—Yes.

231. Would you give preference to considerations of high family in making appointments or postpone them to educational qualifications?—I only thought that, in exceptional circumstances, in the case of a man of high and influential family whom it was thought desirable to appoint, he should be appointed, but the educational should be the principal test.

232. If a thorough knowledge of English were made an essential qualification for appointment to Covenanted posts, would the field of selection in the case of persons already in the Uncovenanted Service, or engaged in the exercise of a profession, be unduly limited thereby?—The field of selection would not be unduly limited if a thorough knowledge of English were made essential.

233. Should provision be made for the occasional appointment, in very special and exceptional cases, to Covenanted posts of persons of known ability and local influence whom, although they may never have held office and may not possess special professional qualifications, and although their age may exceed the limit laid down for untried candidates, it might nevertheless be considered desirable to appoint to the higher grades for

Sir *Charles Turner*—contd.

political or other reasons ?—Provision should be made for such exceptional cases, though the power would have to be exercised very rarely, and only in cases where, in the eyes of the public, there is no doubt about the grounds on which the appointment is made.

234. Would it be desirable to rule that the proportion of persons being Hindus and Mahomedans respectively, who are from time to time or over a series of years appointed to the Covenanted ranks in any province, should bear a certain relation to the number of the two classes composing the population of the province concerned ?—It is desirable that some such proportion should be maintained.

235 How would the following schemes be regarded by the Native community? How would you regard them ?—

A

(1) The Covenanted Civil Service to be reduced to a fixed number of European officers, admission being by competition in England confined to European candidates only.

(2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, Natives only being eligible.

B

(1) The Covenanted Civil Service to be reduced to a fixed number of appointments to be filled by competition in England, to which Natives and Europeans alike would be admitted.

(2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, both Natives and Europeans being eligible.

C

If either of the above schemes were adopted, how would the Native community view a proposal to combine the higher appointments of the Uncovenanted Service with the appointments taken from the Covenanted Civil Service so as to form an en-

Sir *Charles Turner*—contd.

larged Civil Service to be recruited in India? How would you view such a proposal?—I would prefer the second scheme sketched in B to that given in A. I would approve of the proposal made in C, that being, as I understand it, the system to which my previous answers have pointed to as the best.

236. Assuming a system of nomination or of limited competition among nominated candidates, would Native opinion be in favor of giving a preference, as between candidates possessed of certain preliminary essential qualifications and having on general grounds fairly equal claims, in the following or any other order to—(*a*) members of families of tried loyalty and distinguished service; (*b*) persons of good social status and influence in the country; and (*c*) persons of superior educational attainments, such as persons who have taken the degree of M. A.? What is your opinion as to giving such preference?—I am inclined to think that Native opinion would not be in favor of giving such preferences, except in the case of the last qualification. I would be in favor of them, if only they are exercised with due care.

237. How would the Native community regard a system of nomination on the ground of merit and ability shown in the service of Government, or in the exercise of a profession, alternating with a system of selection by means of competition, whether entirely open or amongst nominated candidates?—They would accept it on the principle that half a loaf is better than none.

238. If the Statutory system were maintained, and if a probationary period were required from nominees or selected candidates before final appointment, would it be necessary to insist upon such probationary period in all cases, *e. g.*, in the case of a person who has done good service in the Uncovenanted ranks?—I have already said that a period of probation would not be necessary in the case of persons of approved service in the Uncovenanted ranks.

239. Should Natives appointed to Covenanted posts be required to pass the departmental examinations?—Yes.

240. Should the present rule be maintained under which probationers may be confirmed in their appointments at the close of the probationary period of two years, provided that they pass within that period the departmental examination by the lower standard prescribed for Covenanted Civilians appointed in England, no obligatory period being fixed in regard to passing the higher standard, but no promotion or increase of pay being attainable until the higher standard examination has been passed, and power being retained to the Government to dispense with the services of a Statutory Civilian who may fail to pass by the higher standard within a reasonable time?—If a period of probation is retained, the present rule as to departmental examinations seems fair enough.

241. We have heard complaint made on the part of the Eurasians in Bombay that the facilities for the education of that class were far less than those for Natives there. Is there any ground for such a complaint here?—I do not think so.

242. Is the Eurasian or Anglo-Indian put to greater expense in obtaining the higher education than the Native?—Yes, Doveton College charges larger fees than other colleges.

243. That college was specially intended for the education of Eurasians and Anglo-Indians?—Yes.

244. There are some scholarships attached to that Institution to enable its students to obtain a University education; is advantage taken of them?—I am inclined to think that the students do not avail themselves of those scholarships, because they leave the college in order to get employment. I don't know whether those scholarships are filled now. I believe the Doveton College has not always been able to maintain University classes.

245. Do you consider that if the secondary or middle school education is improved, that standard would not be a sufficient qualification to require of the bulk of canditates for employment in the lower grades of the Public Ser-

Sir *Charles Turner*—contd.

vice?—It would be sufficient for the lower appointments, but only for very low appointments.

246. Is book-keeping or other technical education given in the middle schools?—Not generally. Two schools are now being opened. There is one in Madras for commercial training and two in Trichinopoly. They are generally opened as branches of existing schools.

247. I believe you have private institutions here teaching up to the B. A. degree?—There are many.

248. Have you any educational institutions in this Presidency which have been opened by private enterprise by professional schoolmasters?—A great many, and they have very much increased during last year.

249. Are those schools mainly started by Native graduates?—Yes, they teach up to the matriculation standard. A great many of the schools are very efficient. In Kumbaconum there are some very efficient schools. Of those started lately, we have had but little experience.

Sir *Charles Turner*—contd.

250. How do you account for the increase in the number of these private schools?—I account for the number of schools recently started by their avowed object, *viz.*, to give education for a lower fee than that prescribed by the Educational Department.

251. Do any of them teach up to the B. A. standard?—No, but we have schools, entirely supported by Natives, teaching up to the F. A. examination.

252. Are those schools aided by Government?—Yes. The high schools are also aided. The high schools at Kumbaconum are receiving aid now.

253. You are not aiding the schools that are started to bring down your fees?—No.

254. Have you anything further to add?—No.

Caste or Nationality of Graduates, Madras. (See answer 127.)

Year.	Europeans.	East Indians.	Native Christians.	Mahomedans.	Brahmans.	Other Hindus.	Total
1876-77 ...	1	1	6	...	48	14	70
1877-78 ...	...	2	3	...	36	11	52
1878-79 ...	1	5	22	1	87	24	140
1879-80 ...	...	4	11	1	47	22	85
1880-81 ...	1	...	10	...	83	19	113
1881-82 ...	...	3	14	...	98	29	144
1882-83 ...	3	3	11	4	80	19	120
1883-84 ...	1	2	4	...	120	32	159
1884-85 ...	...	4	18	2	103	42	169
1885-86 ...	1	...	11	4	117	30	163
Total ...	8	24	110	12	819	242	1,215

Note.

To the above I may add that on the 31st March last the number of Brahman graduates (Bachelors of Arts) alive and on the rolls of the University was 986, the number of all other Hindus being only 289. Of graduates holding professional degrees, the figures are as follow:—

Note—continued.

Bachelors of Law.

Brahmans ...	... 164
Other Hindus...	... 43

Note—continued.

Graduates in Medicine.

Brahmans ...	...	6
Other Hindus	...	8

Bachelors of Engineering.

Brahmans ...	...	22
Other Hindus	...	6

These figures are only approximate, as deaths among graduates are not regularly reported to the University, but they may be relied on as substantially correct. The expression "other Hindus" does not include Native Christians, of whom there were on the 31st March—

Bachelors of Arts	...	140
Bachelors of Law	...	9

Note—continued.

Graduates in Medicine	...	6
Bachelor of Engineering	...	1

I was also asked to give the figures showing the cost of educating each pupil for his degree at a Government College and at an Aided College. Taking the actuals of the past five years, the average cost of educating each pupil was Rs. 242 per annum in a Government College and Rs. 140 in an Aided College. Assuming that each pupil took his degree in four years, the cost would be Rs. 968 in a Government College and Rs. 560 in an Aided College. In point of fact, many pupils take longer than four years to obtain their degree, and this would increase the cost.

WITNESS III—31st January 1887.

Examination of E. H. ELLIOT, Esq., B. A., Acting Professor of History, Presidency College, Madras.

Sir *Charles Turner.*

255. You are a Professor in the Presidency College?—I am Acting Professor of History, Presidency College, Madras, also Secretary to the Commissioners for the Uncovenanted Civil Service Examinations. I have been in the public service sixteen years. I was born in this country, of European parents. I was Principal of Cuddalore College for eighteen months, and have served in the Educational Department in several places.

256. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—No, I do not think the system is approved.

257. If it is not, what are the grounds of disapprobation?—The grounds of disapprobation appear to me to be these:—

(*a*)—The service is regarded as an inferior service, intended as a sop; it does not satisfy the aspirations of the educated classes in the country, inasmuch as it does not admit them to full participation in the rights and privileges of the Covenanted Civil Service.

(*b*)—The system is objectionable in that it provides no guarantee that only qualified men will be appointed to the service; while, on the other hand, it makes it quite possible for men to be appointed of whose claims or qualifications the public know nothing. And, as a fact, it may be asserted that, at least in this Presidency, very little regard has hitherto been paid to merit or ability in the selection of persons for the service.

(*c*)—While the system has afforded satisfaction to none perhaps, but the few favored ones who have benefited by it, it has been the cause of much heart-burning in the Uncovenanted Civil Service where men of proved merit and ability find themselves not merely passed over in favor of, but placed in subordinate positions to young and untried men, who have done nothing to merit the greatness thrust upon them.

Sir *Charles Turner*—contd.

(*d*)—Lastly, certain classes of the community whose interests have not been consulted, have special reasons, it seems to me, to regard the present system with dissatisfaction. I mean more particularly the Eurasian and Anglo-Indian community, whose claims to recognition have been most unfairly overlooked. It cannot but be considered a grievance by the community that while two Mahomedans and four Hindus have already been appointed, not one of their number has hitherto been thought deserving of a place in the Statutory Service, and any system which permits such an unequal distribution of patronage, must stand condemned, whatever else there may be to recommend it.

258. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should these provisions be repealed?—If the Statutory Service is to be retained, and I, for one, see no necessity for it if only the Uncovenanted Service can be properly constituted, I am of opinion that most certainly the rules, and perhaps also the Statute itself should be modified. They need, I think, to be made more specific. The class of persons eligible for admission into the service ought to be

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd.

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clearly defined, so as to leave no room for doubt or for strained interpretations. It might be made a rule admitting of few exceptions that appointments to the Statutory Service should be made from the ranks of the Uncovenanted Service and of the Bar,—men being selected, not because of any latent merit they may be supposed to possess, but because they have already had some training and experience, and have proved their fitness to be trusted with higher and more responsible duties. As regards social position, *i. e.*, birth, family connections,—these, perhaps, are points that might need to be considered, other things being equal; but I would be careful not to give them a fictitious importance, and I would on no account allow them to outweigh the superior claims of merit, long service and proved ability.

259. If the provisions of the Statute 33 Vic., cap. 3, section 6, are not repealed, nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such power may be exercised, or in respect of the sanction required for appointments made thereunder?—I am not sure that I understand this question aright. At present the only persons declared in the Statute to be eligible for admission into the service are Natives of India as therein defined. If the object of the question is to ascertain whether the Statutory Service may be thrown open to other than Natives of India, to all natural-born subjects of Her Majesty, I answer—no. If the present restrictions which confine the service to Natives of India were removed, it can hardly be doubted that with the overwhelming influence they could command, the friends and relatives of members of the Civil, Military and Ecclesiastical Services would soon monopolize all the higher appointments. I fear, too, that with the preponderating influence of the European on the one hand and the desire to conciliate the pure Natives on the other, the interests and claims of Eurasians and Anglo-Indians would run no small risk of being forgotten.

260. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—The answer to this question would depend upon how it is decided to recruit the service. If from men in the Uncovenanted Service, of proved merit and ability, there can be no necessity, I think, for requiring them to proceed to England. But if the persons selected are young men, outside the Uncovenanted Service, who have had no official training or experience, it would be well, I think, to require them to proceed to England, at their own expense, and remain there for at least two years. There can be no hardship in making this a condition, seeing that honorable and lucrative employment is guaranteed to them at the end of their period of probation. Unlike those who now proceed to England on the mere chance of passing, to compete for the Indian Civil and Medical Services, these young men would have the certainty of employment and advancement, and the outlay that might be necessitated at first would be more than compensated for by improved prospects and higher emoluments than any they could hope to obtain in other branches of the public service.

261. Do you know that under the Statute the son of a European domiciled in India, if born outside India, would not be regarded as a Native, though his brother might be?—Yes. I think that is an anomaly, and I would alter the Statute to that extent.

262. Would you allow subjects of Feudatory States to be treated as Natives?—Yes, if they made no difference in their own services.

263. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—If by the existing system is meant the system of open competition, there is no reason, I think, to be dissatisfied with it. It may not be a perfect sys-

Sir *Charles Turner*—continued.

tem, but it is the best that can be suggested. It cannot be expected, however, that Natives of India should generally regard it with satisfaction, as it places them under disadvantages.

264. Should any, and, if any, what change be made in that system?—I am unable to propose any change which, while freeing the system from the objections to which it is open at present, would not expose it to other and more serious objection.

265. Do Natives of India labor under any, and, if any, what disadvantages in competing for employment in this branch of the service?—There can be no doubt that Natives of India do labor under many disadvantages; distance, expense, the limit of age and the nature of the examination, together with caste prejudices, must all operate practically to exclude Natives from the Covenanted Civil Service.

266. By what changes may these disadvantages be minimised or removed?—In my opinion, it would not be desirable, even if it were possible, to remove all these disadvantages, but something might be done to minimise them, and to make the competition between Europeans and Natives more equal than it is at present. I propose to do this—

(*a*)—not by the establishment of scholarships and allowance of passage money to Native candidates. I do not think it would be right to burden the country with the additional charges for the benefit of a few; but

(*b*)—by raising the limit of age to twenty-two or even twenty-three; and

(*c*)—by altering the scheme of examination both by adding subjects and altering the marks allotted to certain subjects. Without lowering the standard, it would be quite possible so to modify the scheme as to give Native candidates a better chance of succeeding.

Sir *Charles Turner*—continued.

(*d*)—I am not in favor of the proposal to hold the examination simultaneously in England and in India.

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267. What are your objections to holding a simultaneous examination in India?—That the higher service would cease to be mainly an English service. I think it is necessary that that service should be essentially an English service. By holding examinations in this country, unless safeguarded, it would become too much a Native service, and you would not have an English service. No concession ought to be made in the English examination.

Mr. *White.*

268. What would you substitute for the proposal to hold the examination here?—I would reduce the Covenanted Service.

Sir *Charles Turner.*

269. You think it desirable that the posts held by the Covenanted Service should be reduced in number, and those posts given to the Uncovenanted Civil Service?—Yes, and that appointments in other departments should be thrown open to Natives.

Mr. *Stokes.*

270. Have you any experience in other departments than the Educational?—No.

Mr. *White.*

271. Do you not think that this Statutory Service scheme has been from the beginning unworkable?—Yes.

272. Would it not be better to devise a scheme by which the number of Covenanted Civil Servants would be reduced, and to sweep away the Statute altogether, and then constitute this Uncovenanted Civil Service, which would give room or an outlet for the legitimate aspirations of the country?—I think so.

Sir *Charles Turner*—contd.

273. If an examination is held in India, should it be identical with that held in England?—Yes. What I mean is that the standard should be the same. I would make no concession to the people of this country in that respect.

274. Should it be held at one or more centres in India?—I see no objection to its being held at more than one centre.

275. Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations?—If there is no recognized principle that forbids the arrangement, I would prefer to see an apportionment of the appointments, assigning some—say a third or a fourth—for competition in India and the remainder for competition in England. To have only one test for both countries and to select candidates in the order of merit, would, it appears to me, be very impolitic. My view is this. If the Covenanted Civil Service, or by whatever name it is intended to call it, reduced to its narrowest limits, is to continue not exclusively, but mainly or essentially an English service, it is very necessary that every precaution should be taken to preserve its distinctive character. India cannot do without an English administration.

276. Should there be an apportionment between the residents in the territories of the several Administrations respectively, or between the members of the principal religious sects?—If certain of the appointments are apportioned for competition in this country, I would have no further apportionment based either on territorial or religious distinctions. It would be better to have one test for all India and select the best men in order of merit, irrespective of the territories or religions to which they may belong.

277. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—Most decidedly; residence in England is so very desirable, that I would have no hesitation in making it an indispensable condition for entrance into the Covenanted Civil Service.

278. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—It is hard to say, but when a young Native proceeds to England in spite of the many difficulties in his way, it may be presumed that he possesses confidence in himself, energy, the necessary means, and perhaps also a tolerably good social position, all very desirable things.

279. Should the Uncovenanted Service be recruited only from Natives of India, as described in Statute 33, Vic. cap. 3, section 6, or from all natural-born subjects of Her Majesty?—I have no hesitation in answering that the Uncovenanted Service should be recruited only from Natives of India as defined in the Statute of 1870. To throw open the service to all natural-born subjects of Her Majesty would simply be to aggravate the evils complained of at present and increase the prevailing dissatisfaction.

280. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—I am in favor of a combined system of nomination and competition, such a system as would allow of an equitable distribution of appointments among all classes of the community and prevent any one class from benefiting at the expense of the rest. It would be necessary to vary the system to meet the requirements of different departments or branches of the public service.

281. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations respectively, or with a preference for such

Mr. *White*—continued.

residents?—Without rigidly confining the recruitment to residents in the territories under such Administrations, I would certainly give a preference to them. Ordinarily there would be no necessity for any Administration to seek outside its own territories for qualified men to fill appointments.

282. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I should say so, unless an equivalent, in the shape of all the higher appointments in the great branches of the public service, the Police, the Salt, the Educational and Public Works Departments, which, without any good reason, are now withheld from Natives of India, is given to them.

283. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—Considering the high salaries paid in the Covenanted Civil Service, and that one great argument in favor of substituting Native for European agency, is the saving it effects, I do not think it is unfair that, as regards the higher appointments at least, Natives appointed to posts now reserved for Covenanted Civilians, should be paid at reduced rates. If Englishmen are retained in this country for administrative purposes, and no one, I suppose, will dispute the necessity for this, and if owing to their habits of life and residence in a foreign country, they have expenses to meet from which Natives of the country are free, it is nothing but fair, I think, that they should be compensated. If we admit that a portion of the high salary a Covenanted Civilian receives, is not for work done, but for other considerations that do not apply to Natives of India, it follows that the latter cannot reasonably expect to be paid at the same high rate. On economical as well as on other grounds, therefore, it seems but right that a difference should be made. I am quite alive, however, to the fact that it must be very difficult to determine the principle according to which the distinction should be made, and having regard to this consideration, and to the fact that dissatisfaction will always be felt when differences are made, the question suggests itself whether it would not be advisable to revise the whole scale of salaries, readjusting them to work actually performed, and introducing a system of personal allowances to compensate the European for the additional expense he may be supposed to incur.

Sir *Charles Turner*—contd.

284. If such distinction should be made, on what principle should it be regulated?—I have already said it must be very difficult to determine the principle according to which a distinction in salaries should be regulated. All I can say is that a Native of India transferred from one service to another, should not be required to make a sacrifice for any prospective advantage it may be supposed he will derive. Promotion, when it comes, must be real promotion, not a mockery, as it too often is. And whatever principle may be adopted, I would deprecate its extension to other branches of the public service where the conditions being different, its application must operate to the prejudice of deserving men.

Sir *Charles Turner.*

285. Why do you consider that Europeans should not be eligible for employment in the Uncovenanted Civil Service? Are you afraid of patronage?—Yes.

Mr. *Stokes.*

286. Would your objection hold good in case of an examination?—I doubt if you could eliminate patronage by that means; and still there would remain the other fact that the appointments ought to be held by what are called the children of the soil.

Sir *Charles Turner.*

287. There are some departments in which it may be desirable to have

Sir *Charles Turner*—contd.

Europeans with special English knowledge?—Yes, it often happens though that men are brought out as specialists when they are no better than persons obtained locally.

Mr. *White.*

288. You have been in the service many years. As a matter of fact, does not the Eurasian's nationality very frequently go against him in his public life?—I think it has gone against him. I think that as between the pure Asiatic and the Eurasian the latter has suffered.

MR. *White*—continued.

Sir *Charles Turner.*

289. Have you anything more to add?—No.

WITNESS IV—31st January 1887.

Examination of Mir SHUJAAT ALI KHAN, of the Statutory Service, Acting Head Assistant Collector, South Kanara District; Fellow of the Madras University.

Sir *Charles Turner*.

290. How long have you been in the service?—In the Statutory Service since 1881, up to which date I had been in the Uncovenanted Service. I joined the Government service in 1876, and have served five years in the Uncovenanted, and five years in the Statutory branch. I have held offices in the judicial as well as the executive line. I have passed all the departmental examinations in both branches of the service, Statutory and Uncovenanted. I have seen various parts of the Presidency, inhabited respectively by races differing from one another in tastes, ideas, habits and conditions of life, also in language. I have carefully studied the question of the public service and discussed it with the representatives of various views and interests, Native as well as European.

291. Is the existing system of appointing Natives, as Statutory Civilians, to posts reserved for the Covenanted Service approved?—In India it is difficult to say what the public opinion regarding any question really is. The usual way of dividing the people into educated and uneducated classes is not quite accurate. Among the so-called uneducated class there are individuals who are as well educated as any modern graduate, but only in Oriental literature and thought. It would represent the state of things more accurately, should the people be divided into those who have received a Western education either through direct study or through association with persons so educated, and those who have not received such an education. The latter, though they chiefly represent the wealth of the country in land and money, are nevertheless very indifferent to the question of the public service, provided they have a good government, which is all they apparently care for. They, of course, resent being governed by individuals or classes whom they do not approve, but they seldom begin to think of it before they actually experience the inconvenience. We have therefore to exclude this numerous class. Of the rest, the younger generation, holding advanced views, is opposed to the existing system of the Statutory Service. It suspects that the discretion given to the Local Governments in making selections leads to favoritism, and it is anxious to secure fair play. Men of maturer judgment and moderate views, while perhaps sharing the fear that discretionary power is open to abuse, still consider such discretion necessary and inevitable in the present state of things, and least liable to abuse in the hands of the Local Governments.

292. Have you any amendments to suggest as regards the Statute?—It is of paramount importance that the efficiency and high character of the service should be maintained. Any step taken that may tend to impair its traditional character is unquestionably a false one and will prejudice the cause of good government. It is equally important that the *esprit de corps* which has so long characterised the service, and which is maintainable only through a sense of equality and consequent mutual regard and confidence and a spirit of thorough friendliness and cordiality pervading it, should, in every way, be fostered and cultivated, and nothing done to weaken it. Recruitment in

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England under certain conditions affords the best guarantee, and is, all things considered, the best channel. Every effort, therefore, should be made to divert recruitment entirely to that channel; but society in India is bound down by trammels which are sanctioned by religion; and the classes unwilling to shake off the trammels, which have, in this Presidency, produced such successful administrators as Sir T. Madhawa Rao, and such able and learned Judges as Mr. Justice Muthuswami Iyer, would altogether be excluded, if recruitment were to be restricted to England before society became sufficiently advanced to rise above popular prejudices. Besides this, the education and official training available in India has produced men like Sir Salar Jung, Sir T. Madhawa Rao, Sir Dinker Rao, Justice Muthuswami Iyer and Justice Romesh Chunder Mitter, and a host of others, whose merit and ability are universally acknowledged. It would certainly be a wrong policy to exclude such local talent which has this additional recommendation in its favor, that it can be engaged at a considerably less cost. Thus it is that the Statutory provision for the appointment of Indians to offices reserved for the Covenanted Service is necessarily required, at all events till the existing conditions of Indian society are altered. While, therefore, affording every possible facility and encouragement to Indians to proceed to England to work their way into the service through the ordinary opening, I would, for the present, retain the Statutory provision. I notice that it only gives power to the Government to appoint persons to particular offices; and I think that this restricted provision is, for reasons which I shall explain further on, all that considerations of expediency and policy can permit. The definition of a "Native" is, I think, sufficiently comprehensive to include all classes. I fully appreciate the importance of Europeans settling in this country. Their example, when they are well-behaved, good citizens, is a decided advantage to the Natives. Their presence in the country on a large scale is also important from a political point of view. The lesson derivable from the history of the Norman conquest of England is very much in point. A very esteemed European friend of mine has taken objection on the ground that the permanent settlement of Europeans in this country will produce a pauper population, tending to lower the *prestige* of the governing race in the eyes of the people. I admit the force of this argument, but there is no unmixed good in this world. I believe that the advantages far outweigh all possible disadvantages. But at the same time I equally strongly deprecate the appointment of Europeans having no permanent interest in the country to offices that are and should be reserved for the Natives. Therefore the provisions of the Statute 33, Vic. sec. 6, should, in my opinion, be left unaltered.

293. How would you amend the rules framed under the Statute?—The rules framed under the Statute admit of a great deal of improvement. It is conceded on all sides that the interests of the country, and considerations of justice, require the employment of the cheaper agency of the Natives to a larger extent. This, in other words, is to say that Europeans should be excluded to the extent to which the Natives ought, in future, to be admitted. How far this change is justifiable, and to what extent it may be carried out without prejudice to the interests of England and of India, is the chief point for consideration. In this connection it should be remembered that any change that may now be effected is only for the immediate future, but not absolutely for all time to come.

It is said that "political considerations" require Natives to be excluded, as a rule, from certain executive appointments including Collectorships. This is a very important question and requires the greatest attention. I divide these "political considerations" into political proper and social, and I shall treat of the latter first. European officers are too well-bred to avow openly a feeling of reluctance to serve under Native

Sir *Charles Turner*—contd.

superiors; but I believe that such a feeling does exist, and it is, therefore, a blind policy which would ignore it. For myself I think the feeling is quite natural, and, to a certain extent, justifiable. Well-educated and well-bred persons, such as European Civilians, are naturally civil and courteous to the Natives with whom they are associated in the administration of the country, and may sometimes esteem the latter for one thing or another; but their relations are merely official and therefore stiff and formal. Except in rare instances, familiar social intercourse is altogether absent. It is such intercourse alone that can create a sense of equality and mutual regard and esteem. It is only free social intercourse that can spontaneously produce official and political confidence which no amount of forced or affected civility and courtesy can engender. An officer who has not won the confidence of his subordinates can hardly command their respect, and the official machinery under him must necessarily get clogged. Such is the administrative inconvenience to which the indiscriminate promotion of the Natives will surely lead. The social habits and the mode of life of the Natives, as a class, are not suited to the requirements of a thoroughly friendly intercourse with Europeans. The life, tastes, and ideas of a Native must undergo a thorough change before he can appreciate and really esteem such an intercourse, and without such appreciation and a willingness on his part, Europeans would not throw open their doors to him. Society, everywhere, acts on the principle of "give and take." If one receives hospitality, he must be prepared to return it. There may be individuals who strive to adapt themselves to the new order of things; but nothing short of a prolonged residence in England, especially at a University where the residence and life of under-graduates are supervised, can possibly secure the requisite change in Native life, without which the Natives will not ordinarily be able to control European subordinates. It may be said that duly vested authority will in itself enforce obedience. It may do so, but strained relations are not conducive to a successful administration.

Next comes the political aspect of the question, involving the loyalty of the Natives. The educated Native is unquestionably a very loyal subject, though at times discontented. I have not the slightest hesitation in recommending reliance on his loyalty in the event of foreign invasion. Internal rebellion is for the present out of the question. The great variety of races and various conflicting interests in India are a sufficient safeguard against any attempt at combination in the near future. But the tendency of the times is towards increased solidarity. It is idle at present to speculate as to what the present spirit of agitation may lead. It is not impossible that in the remote future—it may be several centuries hence—the gradual development of the national life and the fusion and unity of the several races may produce a community of interests and may inspire the nation so formed with the hope and desire of throwing off the foreign yoke. Any endeavour to carry out such a desire which, if it failed, would be a base rebellion and high treason, would, in case of success, be commended as the highest patriotism. I am not, therefore, prepared to vouch that such official classes, as, if a rebellion succeeded, would have everything to gain, and if it failed, hardly anything substantial to lose, would remain faithful to the British *Raj* in the event of such a contingency. I must again urge that I do not consider the contingency a probable one; it is only a very remote possibility. But political danger, however remote and uncertain, requires to be guarded against. The question, therefore, as to whether the chief executive appointments may be given to the Natives indiscriminately depends upon the policy which the Government is prepared to adopt regarding the future of this country. If it were the intention of the British Government ultimately to leave India to the Indians and retire from the country,

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there would then be no objection, speaking from a political point of view to the indiscriminate promotion of Natives to the highest executive offices. But for myself I should think it would be a bad day for the country were the British to withdraw from its government. If the policy of the Government then be to keep the country always as a dependency, it is necessary to associate Europeans with the Natives, reserving places of great trust for such persons of either nationality as have gained the confidence of the Government.

With the above reservations it may be said that the Native possesses great administrative capacity and has attained to a very high standard of morality: in point of intellect he can compete with any nation on the face of the earth. He has practically proved his capacity and fitness for high offices both in the British service and in the service of Native States. I have travelled in a Native State *incognito* and otherwise, and I have found the educated Native of the present generation administer large districts with great tact and ability and enjoy the confidence of the people and the Government alike. He has, besides, the additional recommendation of cheapness in his favor. Native agency, combining cheapness with efficiency, results in a saving to the Indian Exchequer, and the saving increases in proportion to the extent to which that agency is employed. What are called political considerations require the retention of Europeans on a large scale. Such retention is further necessary for the practical training of Native officials. To make my meaning clearer, we still require the aid and the example of European officers. We have yet to learn a great deal from them, above all, their firmness of character. To secure all these ends, it is, I think, absolutely necessary that two-thirds of the appointments now reserved for the Covenanted Service should be so reserved in future for its European members. Thus the first alteration that I would suggest is the raising of the proportion of the appointments to be reserved for the Natives to a third of the total number.

Next, as regards the mode of recruitment in India, I need hardly point out that an open competition, pure and simple, held in this country for recruiting a service which, unlike the Civil Services of European countries, possesses real power, and is in fact composed of the *ae facto* rulers of the people, is altogether unsuited to the social conditions of life in this country, which is peculiarly conservative in its tastes and habits, and which has a reverential regard for *prestige* and hereditary rank. Open competition is moreover a step several centuries in advance of the times. A limited competition is also beset with difficulties which seem to me insurmountable. In the first place a general competition for the whole of India would exclude the Natives of certain backward provinces, *e. g.*, the Punjab, and this is very undesirable on political grounds. Provincial examinations, prescribing, as they must, different standards of efficiency, violate an essential condition of competition, *viz*, equality of standard. Besides, competition of a general kind, if it comprise subjects learnt in early life, such as those taught at school or college, will place experienced men already in the service or in the exercise of a profession, at a great disadvantage, but if it comprise subjects requiring mature thought and sound judgment, it will give them an undue advantage. It is further of great importance politically that the various sects forming the population of a province should be sufficiently represented in its administration with due regard, of course, to efficiency. It is a fact patent to every one that has any Indian experience that under the gloss of friendliness there is hid many a petty jealousy which divides one sect from another. One "caste" is opposed to another, and even one sub-division of a "caste" is often jealous of another sub-division. Every one who has had anything to do with official patronage must be aware how one sect recriminates another. While such jealousies prevail, expediency and good govern-

ment demand that no class should be allowed to preponderate to the prejudice of another. Competition does not afford any safeguard against such preponderance. In pronouncing my opinion decidedly against competition, I am not going counter to the recognised principle of civilised nations, *viz.*, that competition is the least objectionable system of recruitment. I only urge that the circumstances of India differing from those of the civilized countries of Europe, the above theory does not apply to the former. European countries are, as a rule, inhabited each by a single race; and the competitors are generally from that one race; while India possesses a numerous variety of races which have reached various stages of advancement. Hence arises the inapplicability of the theory. Apart from it, however, even in case a third of the offices are reserved for the Natives, no more than two or three candidates will be required annually for the largest province, and perhaps but one in the case of smaller provinces. When the requirements are so limited, a competitive examination is hardly a suitable test of ability. When a large number is to be selected, a competitive examination does, as a rule, bring the ablest men to the front; but what guarantee is there that the candidate who obtains the highest number of marks is the ablest. All that is necessary is that the persons selected should possess the requisite ability, and this, when the number to be selected is very limited, can be better ascertained otherwise than by a competitive examination. The abilities of Lord Lawrence and Sir Thomas Munro were not tested at a competitive examination. I think an arrangement of the following kind will meet the requirements of the case very well :—

That there be formed local committees in every district, composed of the Collector, the Judge, and, say, two non-official Natives, to which all applications should be referred for report as to the social fitness of the candidates, who should be given an opportunity of being heard ; that the candidates selected by the Government for social fitness on the reports of the local committees be required to present themselves before a central committee composed of a sufficiently large number of men of recognised ability, whose duty would be to test the lingual and other attainments of the candidates and their general learning and intellectual capacity, chiefly by *viva voce* examination and conversation ; that in the case of men whose merit and ability have not been proved in the public service or in a profession, certain preliminary intellectual qualifications, such as an academic degree in Arts, be insisted on ; that the usual certificates of physical fitness and equestrian qualifications be also required.

But the final choice must be left to the Government. The Government, being human, is liable to commit errors of judgment, but it is absurd to say that a body of high and responsible officers in the position of the Local Government, charged with extensive powers of administration, cannot be trusted with the discretion of choice in respect to its own servants. The Government has for nearly half a century exercised, and generally in a satisfactory manner, a similar discretion in respect to the higher offices of the Uncovenanted Service. If allowance is made for a few exceptions, which must creep in under any system, the staunchest advocates of competition cannot deny that the higher officers of the Uncovenanted Service have as a rule proved successful. The Statutory Service has not been tried sufficiently long, and the Government has had to contend against such difficulties as appointing raw youths at once to responsible offices. Experienced European officers with whom I have discussed the subject consider a preliminary official training absolutely necessary before investiture with judicial or executive power in the case of Natives and Europeans alike. It is unfair to compare a raw youth appointed to the charge of a sub-division with an experienced Uncovenanted officer promoted after long service to such a charge. That youth, whether Native or European, places himself

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under the guidance of his clerks who, for a time, wield the real power. In course of time the young officer gains experience and makes himself useful. Time has proved this in the case of European Civilians. Their Statutory brethren, admitted without previous official experience, have not had sufficient time allowed them as a class, to place the matter beyond doubt. It is too premature now to judge them. Modifications in respect to pay and leave will be dealt with in their proper place.

294. Would you send the selected candidates to England for training?—As regards the training of the Statutory Civilians in England, I am afraid it is too soon to make it obligatory. The prejudice against crossing the sea, though not so strong now as it was some years ago, has still a strong hold on the popular mind. An obligatory English training will exclude, especially in this province, certain highly intellectual Hindu families. I would, therefore, for the present only encourage English training by liberal concessions as to leave and allowances and claims to promotion. Young men desiring to spend their term of probation in England should be permitted to do so, receiving the same allowance as a competition candidate does while under probation in England. As regards probation or preliminary official training, I would suggest that candidates recruited in England should be brought to India to spend their probationary term here. Except those who are admitted on the ground of proved merit and ability, and who therefore possess previous official or professional training, all members of the Civil Service should be trained for a couple of years at least, before they are actually invested with any independent power. During this period they should, of course, receive an allowance; whether their service should count for promotion, leave, and pension is a question of detail which I need not here consider.

295. You say the people dislike being governed by particular classes, does that feeling exist in this Presidency?—I believe it does; I believe there is a feeling of dislike to being governed by any low class.

Mr. *Ramaswami Mudaliyar.*

296. Are there any people belonging to such classes acting as Tahsildars, &c.?—Yes.

297. Has any feeling of dislike been shown towards them?—Yes.

Mr. *Stewart.*

298. Have the Mahomedans here any objection to going to England?—Some of them have, I believe.

299. Do you know any particular classes?—No, only a few individuals.

300. On religious grounds?—The Mahomedans of this Presidency, in consequence of their surroundings, are very much behind other parts of India, and even observe caste to a certain extent. Therefore they are inclined to object to going to England. There has not been a single instance of a Mahomedan going to England for study from this Presidency. There have been cases of men going for travel.

Sir *Charles Turner.*

301. Are the Mahomedans here largely composed of converts to Mahomedanism?—Yes, to a certain extent; that is on the coast. Those who are not, speak Hindustani. The Lubbays speak Tamil, and the Moplas speak Malayalam.

302. I believe that in Malabar there are several of the labouring classes formerly serfs, who have become Mahomedans?—Several of the lower classes have become Mahomedans. They thereby acquired higher social status. Mahomedans in the south have very generally adopted many Hindu customs; even Hindustani-speaking Mahomedans have done so. The family property system is observed on the western coast, but not on this coast.

303. Would you have two classes admitted into the Statutory Service?—Yes. The first should be selected by Government and the second

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by competition after nomination. The best men should be selected upon the recommendation of the Committee.

Sir *Charles Turner.*

304. You say that you consider that Government should have regard to a proportionate representation of classes in making appointments?—Yes, regard being of course paid to efficiency. I mean that all sections of the population should be represented in the administration.

305. Pariahs?—Of course, regard should be paid to their social status.

Mr. *White.*

306. You cannot exclude a man because of his social status?—I think the higher class would resent the lower class being put over them.

307. If you were to make appointments according to proportion of classes to the population, what would be the result?—I mean to say that no respectable class should be omitted from a share in the administration.

308. Would it not be better to take care that the educated population is properly represented? A very large class of a particular caste is engaged in agricultural occupations, and if you were to make that circumstance a factor in making appointments, where would you be? Only a small proportion would be fit for appointment?—If a respectable class of men were qualified to hold appointments, such men should not be excluded because there are other men in other classes who possess superior attainments.

309. That is not the point. For instance, you have the agricultural class, which is the most numerous. Now if you go according to the number of the agricultural class, and the number of Mahomedans, perhaps the latter would get a place once in fifty years?—I do not say that appointments should be distributed in proportion to classes; but all classes should, as far as possible, be represented in the public service, if the classes possess members fit for such service. There would be inconvenience if men of low caste were placed to rule over men of high caste.

Mr. *White*—continued.

Sir *Charles Turner.*

310. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I am not aware of any dissatisfaction worth speaking of with the present system of recruiting the Covenanted Civil Service, except that I am decidedly of opinion that the period of probation can, with much greater advantage, be spent in India studying Indian law, history and languages, and learning official duties than in England as is now the case. European and Native officers of large experience and a non-official European gentleman who is well conversant with official matters have confirmed my opinion.

311. Do the Natives labor under disadvantages in competing? If so, what are they, and how may they be minimised or removed?—The Natives of India have to contend against great odds. The remedies suggested are—

i. The establishment of scholarships and allowance of passage money.

ii. The raising of the age-limit.

iii. The modification of subjects and marks.

iv. Holding simultaneous examinations in India.

I recommend the first: it is true that public money will be spent for the benefit of individuals, but the future influence of those individuals on general society and the impetus it will give to general progress, will be a sufficient recompense.

The age question is a very hard one to answer. It is said that a higher limit of age will induce possible candidates to enter upon academic studies before appearing for the competitive examination, and the influence of professors will be likely to keep away promising youths from the competition altogether. But I do

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not believe in this theory, especially as the Commissioners have now made provision for academic studies even after competition. Another objection to the raising of the age is that failure at an advanced age will remove or reduce the chances of any further special education for any profession. I admit the force of this objection in the case of English candidates. But if Native candidates are willing to accept the risk, I do not see any real objection to raising the limit in their case to twenty-one years, unless they have previously been in England a sufficiently long time—say six years—to have acquired a thorough familiarity with the English language. As regards Native candidates with less convenient opportunities of studying English, the advantage they will have of being older than the English competitors by two years, would be more than sufficiently counterbalanced by the superior knowledge and greater command of the English language which the latter possess. I am not, however, prepared to go beyond twenty-one years, as I should insist upon these candidates spending the term of probation also in England. It will be too late to begin to learn official duties in India at a more advanced age.

Considering how advantageous a knowledge of Latin is to the study of English, I think that the former deserves the importance now attached to it, and it is not advisable to raise either Sanskrit or Arabic to the same level. But these latter languages are quite as important as Greek for an Indian Civil Servant, and I would, therefore, recommend the assignment of 600 marks to each of these two. I would also add Persian with 500 marks.

I am strongly opposed to the holding of the competitive examination in India. I have already explained my reasons, to which I would now add one more. It is not mere intellectual attainments that go to make a good administrator. Firmness of character, firmness to resist temptations and overcome prejudices, though found among the Natives in particular instances, are nevertheless not qualities which the Indian means of education and Indian associations serve to form and develop. A prolonged residence in England during that period of life when one's character is in course of formation and when surroundings easily make impressions, ought, in my opinion, to be an essential condition to admission to the service by unrestricted competition.

Sir *Charles Turner*—contd.

312. Should the Uncovenanted Service be recruited only from Natives of India, as defined by Statute, or from all natural-born subjects of Her Majesty?—I think that the Uncovenanted Service should ordinarily be reserved for Natives. There is no branch of this service for which the Natives are not fitted, except the higher offices in the Police Department, to which I would not, for political reasons, recommend that Natives should ordinarily be appointed. I am unable to accept the theory that Natives are not fit for the higher offices in the Salt and Survey Departments. The duties and responsibilities attached to these offices are in no way of greater importance than those of the higher Uncovenanted officers in the Revenue and Judicial Departments, and it is certainly beyond my conception how, when selected Natives are found competent to hold offices reserved for the Covenanted Service, the entire race of Natives can be unfit for the Salt and Survey offices which do not command greater or even equal power over the lives, liberties, and property of the people, or over the interests of the Government, whether fiscal or political.

I think it is bad policy to appoint Europeans, especially sons of gentlemen, to low-paid offices. They move in the higher social circles and are tempted to lead an expensive life far beyond their means, and this often places them in a very awkward position, lowering thereby the noble race they belong to, in the estimation of the ignorant public. This opinion is shared by the European officers with whom I have discussed the question, and for whose opinion I have great respect.

The present system of recruitment has worked well hitherto, and I am not disposed to recommend any change. But the ordinary practice of compelling every candidate, whether he be a graduate

or a matriculate, to begin at the lowest step, should now cease. Men of superior education should be encouraged to join the public service and allowed to begin in a position offering sufficient inducement to the educated sons of Native gentlemen. The introduction of educated men into the Judicial Branch has improved its tone and character. The experiment which has succeeded so well in this branch should, I think, be extended to the other branches. As in the superior service so in this, an adequate and equitable representation of all classes should be secured, due regard being paid to ability. I object, for obvious reasons, to the introduction of Natives of other provinces, when the local market can supply the requisite talent.

313. Should any distinction be made in the pay of posts reserved for the Covenanted Service according as those posts are held by members of the Covenanted, Statutory or Uncovenanted Services respectively?—In the interests of the finances of the country, I would decidedly advocate a less liberal scale of salaries in the case of Statutory Civilians. In the first place I am of opinion—an opinion which many an Uncovenanted and non-official European has concurred in—that the time has arrived when the scale of salaries for the Covenanted Service should be revised so far as future appointments are concerned. I think that salaries above Rs. 1,000 a month can be reduced without prejudice to the efficiency of the service. We have the example of the Ceylon Civil Service before us. But I am concerned only with the question of the Statutory Service. Statutory Civilians are expected to maintain a position similar to that of their competition brethern. Native life is undergoing a very rapid change tending to increase the cost of living. Natives, or at least some of them, are beginning to give their children as good an education as English gentlemen give to theirs, and to send them to England for that purpose. It cannot be the intention of the Government that its servants should, while serving it, draw on their private resources for their necessary expenses. It is therefore very desirable, nay, even necessary, that up to a certain limit, say, Rs. 1,000 a month, a Statutory Civilian should get the same salary as a Covenanted officer. Beyond that limit I would make a distinction, but would regulate it on a definite scale instead of dopting a percentage of the Covenanted salaries.

314. Have you anything to suggest as to the Furlough rules?—I have not studied the Furlough rules applicable to the Statutory and the Uncovenanted Services, and I am not prepared to offer any opinion as to whether any distinction should be made; but the rules relating to the Statutory Service require modification in view to encourage Statutory Civilians to proceed to England. The rules applicable to the Covenanted Service should be made applicable to the Statutory Civilians when they take furlough out of India—both those relating to the period and conditions of leave as well as to allowances—and further, under formal declaration to that effect, Statutory Civilians should be given furlough under favorable rules as to allowances even before they have "earned" it, to enable them to proceed to England to study at a University or for the Bar,—the leave being for a period sufficient for the purpose. In other respects the existing rules seem to cover all requirements.

Mr. *Ramaswami Mudaliyar.*

315. Do you think a Statutory Civilian can live properly on Rs. 200 a month?—No.

316. In your own case did you find it sufficient?—No.

317. What post did you hold when you were appointed a Statutory Civilian?—I was a Munsif for about three months. Before that I was a Deputy Tahsildar, getting Rs. 100.

318. You were living very comfortably as a Munsif?—Yes.

319. And you had to change your mode of living somewhat when you became a Statutory Civilian?—Yes.

Mr. *Stewart.*

320. Have you visited Ceylon or made yourself acquainted with the service there?—No.

Sir *Charles Turner.*

321. What appointments have you held?—I joined the service in 1876 as a clerk in the Collector's office. I was afterwards taluk sheristadar, and from that appointment rose to Tahsildar in 1879.

Mr. *White.*

322. You underwent a pretty long probation in the public service?—Yes.

Sir *Charles Turner.*

323. Have you anything further to say?—Yes, with regard to the suggestion that men educated in England lose touch with the people, I wish to say I am intimately acquainted with three men in the legal profession, and one in the medical profession, who have been to England. I am slightly acquainted with four others; two in the legal profession and two in the medical. I know it to be the fact that those men have not lost touch with the people. They take as much interest in the welfare of the people as any others.

Mr. *Ramaswami Mudaliyar.*

324. How many were Hindus and how many Mahomedans?—Three Hindus and the rest Mahomedans. One is in this Presidency, two in Bombay, and the rest are in Northern India.

Sir *Charles Turner.*

325. Have any Mahomedans gone to England from this Presidency to study for the medical profession?—No.

326. Several attend the Medical College here?—Yes.

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Examination of the Hon'ble P. O'SULLIVAN, Barrister-at-Law, Advocate-General, Madras.

Sir *Charles Turner.*

327. I believe you have been in Madras for many years?—Yes.

328. How many years?—Nearly twenty-three years.

329. In the course of your professional career you have had some acquaintance with the mufasal Courts?—From time to time I have.

330. As far as you know, is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—It is not.

331. What are the grounds of disapprobation?—The mode of selection is liable to abuse.

332. Do you think the defects of the existing system susceptible of improvement?—Possibly they are; but I think the better course would be to abolish it altogether.

333. Do you think Government should not have the power to appoint Natives of approved merit and ability to posts hitherto reserved for Covenanted Civil Servants?—I should say, as a rule, it is not desirable. There may be exceptions.

334. Do you think the powers given by the earlier Statute sufficient, namely the Statute of 1860, which gives power to Government to appoint any person under special circumstances and on special conditions as to residence and qualification?—I think so. I should slightly alter the wording of that Statute so as to give a little more power. I think the appointments should be made by competition.

Sir *Charles Turner*—contd.

335. Have you known any Statutory Civilians?—No.

336. If the Statutory Service is retained, do you think the selected candidates should be required to proceed to England for training?—They should be encouraged to do so. I do not think they should be absolutely required to proceed to England.

337. If Statute 33, Vic. cap. 3, sec. 6, is retained, would you alter the definition of persons on whose behalf such powers may be exercised?—Yes.

338. It has been suggested that an amendment should be made in the definition of the term "Natives of India"; the words "born and domiciled in India" seem to require alteration, inasmuch as under the act as it stands, one brother may be a Native of India, and one may not, because one may have been born in India, and the other may have been born at sea, would you amend the definition to cure this anomaly?—Yes.

339. It has also been suggested that it would be desirable that the term "Native" should include persons born in a Feudatory State connected with British India, do you hold that view?—Yes.

340. Do you think that is desirable as a measure of policy?—Yes.

341. I understand that in your opinion the Statutory Service should not be retained?—No, it should not.

342. What would your scheme be? To recruit the service as far as possible by competition.

The Hon'ble Mr. *Quinton.*

343. If you do away with the Statutory Service, would you enlarge the do or into the Civil Service by competition?—I should be disposed to enlarge it and apply it as far as possible to all classes. Of course, there must be some exceptions; but as a rule the admission should be by competition.

The Hon'ble *P. O'Sullivan.*

Mr. *Ryland.*

344. There is the Covenanted Service and, at present, the Statutory Service, and also the Uncovenanted Civil Service. Would you have the intermediate service recruited by competition in India?—I should say the Uncovenanted Civil Service should be recruited by competition.

345. You would have no intermediate service?—No.

Sir *Charles Turner.*

346. You say that you would recruit as far as possible by competition. Would you have only one competition for all appointments in the Civil Service, or would you bring men into different grades of the service by competition?—I would have a general competition when candidates are young, and put them into the service and let them work their way up.

347. Do you think it desirable to have competition for appointments below Tahsildars?—A competitive examination may not be necessary for appointments below Tahsildarships unless the persons selected were deemed eligible for higher appointments; in that case I would have a competitive examination.

348. Do you think it desirable to have competitive examinations for the appointment of Deputy Magistrates and Collectors, officers superior to Tahsildars?—I am not quite prepared to say to what appointments the competitive system should be applied; but it should be applied wherever itis found practicable in the case of young men.

349. Do you know if any dissatisfaction is felt here at the existing system of recruiting the Covenanted Civil Service?—I believe some dissatisfaction is felt.

Sir *Charles Turner*—contd.

350. Would you advise any change in the system of recruitment in England?—No, except so far as the limit of age is concerned. I should think the limit of age ought to be increased.

351. Do Natives of India labor under any and what disadvantages in competing for employment in the Covenanted Civil Service?—I believe they do. But you may minimise the disadvantage in the manner which has been suggested.

352. Would you establish scholarships and allow passage money to Natives of India?—Yes.

353. Would you add to the subjects or in any other respect alter the examination?—I am not prepared to say.

354. Would it be desirable to hold simultaneous examinations both in England and in India?—If it is found to be practicable this might be done.

355. Would you have the examination held in India identical with that held in England?—Yes.

356. Would you have examinations in more than one centre?—I think the examination might be held at more than one centre.

357. Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations?—My view is that they should be selected in the order of merit.

358. Would you make any apportionment between the several Administrations or between the members of the principal religious sects?—Not if the recruitment was by competition.

359. If the examination were held in India would you require successful candidates to proceed to England to complete their training?—I would.

360. Have you had any acquaintance with young Natives who have succeeded at the competitive examination in England?—No.

Mr. *Ramaswami Mudaliyar.*

361. To what limit would you raise the age?—Well, that perhaps I am not

Mr. *Ramaswami Mudaliyar*—contd.

very competent to say, my own impression is that it should be raised to twenty-one years.

Mr. *Stewart.*

362. Do you think there would be any difficulty in having a simultaneous examination in India?—Well, there would be some difficulty in carrying out the *viva voce*, and that I know is a very important part of the examination.

363. Do you see any practical difficulty in safe-guarding the papers?—There are difficulties, but the question is whether they could be overcome.

364. Would you send the selected candidates to a University?—Yes.

365. What period of study there would be sufficient?—Two years.

The Hon'ble Mr. *Quinton.*

366. Do many young men go home from here to study for the Bar?—Yes, many do.

367. They study for professions independently of the Covenanted Service?—Yes.

368. If you had a simultaneous examination in India and in England, what would be the effect as to the numbers admitted? Would successful candidates be more numerous?—I think so.

369. Why?—Because in the first place the candidates who would present themselves here in India, would, I should say, greatly increase the number of competitors, and also of successful competitors.

370. Do you think many men likely to succeed in competition with English candidates are kept back by having to go to England now?—I should think so; because they are not at all certain of passing, and then there is a considerable amount of expense and the change of people and the change of land deter them.

371. Would they go home to qualify for professions?—Yes.

Sir *Charles Turner.*

372. Are you sufficiently familiar with the results obtained by Indian Educational Institutions to be able to say whether the education a man could get in this country, would make it probable that he would succeed in competition in England?—I am not to any great extent. I think, in the present stage of education in India, many would not succeed.

Sir *Charles Turner*—contd.

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The Hon'ble Mr. *Quinton.*

373. If it were the case that the number of successful candidates was small, do you not think some objection would be raised against the system as regards its unfairness to Natives of India?—No doubt.

Sir *Charles Turner.*

374. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic. cap. 3, sec. 6, or from all natural-born subjects of Her Majesty?—From all natural-born subjects.

375. By competition or by nomination, or both combined?—By both systems combined. People ought generally to be admitted by competition. But in exceptional cases, for special services, &c., the principle of nomination ought to be applied.

376. You have had many years' experience. Could you say whether the Native Judiciary are regarded with confidence?—As far as I know, they are.

377. What do you say as to their abilities?—I think they discharge their duties well. I mean the District Munsifs and Subordinate Judges.

378. Do you know how these appointments are made?—I think Munsifs are appointed directly by the High Court, and the Subordinate Judges by Government on the nomination of the High Court.

379. What class of men are appointed?—They are generally taken from vakils in the High Court or the District Courts or Subordinate Judges' Courts, and also from officials employed in the Collectors and Judges' offices.

380. The head ministerial officers of certain Courts are also eligible?—Yes.

381. Do you consider the men are as good as you could get?—I think so.

382. In appointing vakils to those posts men are selected after they have

'The Hon'ble *P. O'Sullivan.*

Sir *Charles Turner*—contd.

been practising for some few years?—Yes, but I do not know if that is obligatory.

383. Do you consider that system satisfactory?—Yes.

384. Are you aware of one or two appointments being made directly to Subordinate Judgeships in the case of graduates?—Yes.

385. And have you heard whether those appointments have been successful?—I believe so, so far as I have heard.

386. The officers have been considered efficient?—Yes.

387. Would you alter the present system of nomination and selection in the case of Judicial officers—Munsifs and Subordinate Judges?—It seems to me the present system has worked well, and I would not alter it.

388. What is your opinion as to the ability of the Native Magistracy?—That has come very little under my own observation, but, judging from what is generally said, there is great room for improvement.

389. With regard to the District Judges in this Presidency, can you tell me whether they do or do not enjoy the confidence of the public?—A good many are quite deserving of the confidence of the public.

390. How are they regarded by the public?—I believe there is room for improvement in the method of selecting District Judges.

391. Is it or is it not the case that there are a great many very able District Judges in this Presidency?—Yes.

392. Out of eighteen Judges in Madras, what would you say of the majority of them?—One-half of them are quite competent to perform their duties, and that is taking rather a low estimate.

393. And the others?—Some others, of course, according to repute, are not always up to the mark. It would take some years for them to acquire experience.

394. During the first years of their service they require experience?—Yes. And also, as far as I am able to judge, a knowledge of law and practice; they are not trained for the office.

395. What is your opinion of the European District Judges as Judges in criminal cases?—It is many years since I had an opportunity of judging. As far as my knowledge goes, they perform their duties, as a body, very well.

Sir *Charles Turner*—contd.

396. Do you consider them superior to Native Judges?—Yes.

397. Do you think it would be desirable to entrust Native Subordinate Judges and Munsifs with criminal powers?—So far as I know, I do not think it would.

398. During the famine I believe many Subordinate Judges were entrusted with criminal powers?—Yes.

399. Do you know how they did their work?—No. I do not mean to say I would not entrust them with some criminal powers but for a time, at all events, I would not have them deal with very high class cases such as sessions cases. I do not mean to say that if they have been brought up to criminal work, they will not be quite competent to perform it, but, as a rule, they have no experience.

400. Do you know any Subordinate Judges whom you think might be sufficiently able to discharge the duties of a Sessions Judge?—I should say it is likely there are some. I cannot say I know any.

401. Whatever system of recruitment you adopt for the Uncovenanted Civil Service, should it be confined to persons resident in the territories under each Administration or with a preference for such residents?—Preference should be given to residents of a Province out of those who are selected by nomination. From those selected by competition I do not think any preference should be given to residents.

402. Would you have the competition open to all India?—I do not see why it should not be open to all, because part of the competition would be a knowledge of the vernaculars of the district, and that would practically almost shut out persons from other parts of India. But I do not think I would otherwise exclude them.

403. Would you make residence in India a qualifying condition?—The nature of the examination will be such that non-residents would very rarely succeed.

404. If the Statutory Service be abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I see no reason why it should not; that is, if the competitive system were

Sir *Charles Turner*—contd.

applied as far as it could be to recruitment for the Uncovenanted Service.

405. Do you think any further reduction could, consistently with the due efficiency of administration, be made in the number of posts at present reserved for the Covenanted Service ?—No.

406. You think that further jurisdiction in criminal matters might be given to Native Judges ?—I do not think there ought to be any sensible reduction in the number of posts reserved for the Covenanted Service in the Political Department and in the Executive Department, but in the Judicial line I am inclined to think there may with advantage be some diminution in the number of District Judges appointed under the present rules.

407. How would you arrange for the exercise of the sessions and other criminal jurisdiction now devolving on the District Judge, if civil jurisdiction is given wholly to Natives ? —There is that difficulty. Native Judges should have some experience in criminal matters : though there might at present be some few Natives fit to try sessions cases, and very serious sessions cases, such as murder, &c., yet as a body they require experience. There seems to be no objection to entrusting Natives with the highest civil jurisdiction. Native Judges, if they had experience, would be capable of trying sessions cases.

408. Do you think it would be desirable to have one Sessions Judge placed in charge of two or three districts ?— Yes, I think that would be desirable.

409. Would not that cause a difficulty in regard to the distance of the Sessions Judge from the places where suitors who desire to put in their applications for appeal, &c., reside ? —The hearing of such applications should be entrusted to local Judges.

410. With regard to the administration of districts I dare say you are aware that a District Judge exercises supervision over Subordinate Courts in the matter of the appointment of ministerial officers, and that he has also power to suspend the Subordinate Judges and Munsifs. Would you entrust that power to the local Native Judge ?—I should.

411. Do you think that the Native Judiciary derive any moral support from the presence in their district of an English Judge ?—Yes.

412. Then they would lose that if the English Judge were removed ? —Yes.

Mr. *Stokes.*

413. You have spent most of your time in Madras ?—Yes.

414. Have you practised in very many mufasal Courts ?—I have gone down for isolated cases to the districts of Tanjore, Madura, &c.

415. How many districts have you visited ?—Probably ten.

Mr. *Ryland.*

416. Have you had any experience of Eurasians as Magistrates ?—Yes.

417. What is your opinion of their work as Magistrates ?—My experience of Eurasians as Magistrates is confined to Madras.

418. Do you think they acquit themselves well ?—Very well. There is one now in Madras, and I think he is the only one in the Presidency town.

Mr. *Ramaswami Mudaliyar.*

419. Have we not had some instances of Native gentlemen who having had entirely civil work to do as Subordinate Judges were subsequently appointed to the Presidency town as Magistrates exercising first class powers ?—Possibly.

420. Have you known any Subordinate Judges who have been appointed Presidency Magistrates with first class powers ?—Yes.

421. Have there been any complaints against them ?—As far as I am aware, they did their work very well.

422. And the public had entire confidence in them ?—I do not know about entire confidence. "Confidence" is a plant of very slow growth. I believe they did their work very well.

423. Do you think that any man could do appellate civil work well

Mr. *Ramaswami Mudaliyar*—contd.

unless he has done original work for some years or has been practising in one of the courts?—It would be rather against his efficient appellate work if he had had no experience in original work. But I may mention, that experience in appellate work only is a matter of recent creation. I should say that the effect of the Appellate Courts not trying original cases is calculated to render them not so efficient as they otherwise would be; but I do not know that it is necessary that they should have original work.

Mr. *Stewart.*

424. Would competition lead to the preponderance of any particular caste or creed in the administration of the country ?—Possibly.

425. What class do you think would preponderate ?—I do not know exactly. In intellectual matters, I believe the Brahman would be foremost.

426. What chance would the Mahomedan have ?—A very small chance.

427. If competitive examinations were held, do you think many Mahomedans would enter for competition ?—I believe some would, but not at all in due proportion to others at present. Hereafter they would.

428. You say that some District Judges are not capable Judges ; with regard to these, does the incapacity show itself in the decision of questions of fact or of law ?—A great deal turns upon who they are, and whether they have had long experience, though even persons recently appointed may be quite fit for their work.

429. At what age do you select men for the judicial service in Madras ?—I suppose thirty-five is as early as a man could be appointed Judge.

430. They are not specially selected ?—No.

The Hon'ble Mr. *Quinton.*

431. You said that for the Judicial Subordinate Service you would retain the present system of nomination, and for the Revenue Service you would have competitive examination. At what office would you begin the Revenue Service ? Where would the men enter ?—They would be selected in order of merit, and then there could be certain appointments which would be set apart for them.

The Hon'ble Mr. *Quinton*—contd.

432. What appointments?—I should say most appointments other than those which I have excepted in the Uncovenanted Service.

433. To what appointments in the Revenue branch would you admit men by competition ?—I should be disposed to admit them at all events to the post of Tahsildar or a corresponding post.

434. You say the present system answers very well on the Judicial side. Have you reasons for saying it does not answer equally well on the Revenue side ?—I cannot say from personal knowledge. But from what one hears, apparently it does not.

435. Can you state more particularly from what sources you have gained information in this matter ? Who are the sort of people you have conversed with on the subject ?—Newspaper editors and Native gentlemen.

436. You have had no personal experience ?—No.

Sir *Charles Turner.*

437. Are you aware that formerly Munsifs were nominated by District Judges ?—Yes.

438. Has the service improved since the High Court was empowered to make the appointments ?—Yes, that is my belief.

439. Have you heard any opinion expressed with regard to the honesty of Tahsildars as a class ?—Yes, or rather as to their dishonesty.

440. Have the complaints been frequent ?—Yes, very frequent.

441. Are you aware of any case which illustrated the justness of the complaints ?—Yes, there has been such a case.

Mr. *Stokes.*

442. Such complaints were sometimes without foundation ?—Yes. Generally speaking the honest man comes to grief amongst Natives.

Mr. *Stokes*—continued.

443. That shows that charges were made against honest men ?—Of course. I must say that it is often the case that men against whom complaints are made are perfectly honest.

Mr. *Stewart.*

444. Supposing Tahsildars are dishonest, to what would you attribute it ? —Partly to insufficient pay and partly to the very large powers entrusted to them without immediate supervision.

445. Have you any graduates amongst them ?—Latterly we have had some, and people say that matters are now greatly improved.

Sir *Charles Turner.*

446. Is that the general opinion of the country ?—Yes.

447. Has the reputation of the Subordinate Courts considerably improved within the last twenty years ? —Yes.

Sir *Charles Turner*—contd.

448. Do you think any distinction should be made in the salaries attached to posts reserved for the Covenanted Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches ? —I think not.

449. You think that all who pass the competition should be equally paid ?—Yes.

450. Should any distinction be made in the furlough rules ?—There should be some clear distinction made.

451. On what principle ?—Persons not domiciled in India should have longer and more liberal furlough than those who are.

452. Do you think the privileges regarding pay, promotion and retiring annuity and the general conditions of office belonging to the Covenanted Service are suitable to Natives ?—That I am not prepared to answer.

WITNESS VI—1st February 1887.

Examination of P. SRINIVASA RAO, Esq., Judge, Small Cause Court, Madras.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

P. Srinivasa Rao, Esq.

453. When did you enter Government service ?—In the year 1849, as a gomashta (clerk) in the District Court of Bellary on Rs. 10. Then I was appointed to the post of *Fouzdari* Tahsildar on Rs. 50, and next I was appointed a second class Munsif on Rs. 150. After seven years I was promoted to a Subordinate Judgeship, and then to a Presidency Magistrateship in Madras, which last appointment I held for seven years, and for the last seven years I have been a Judge of the Small Cause Court here.

The Hon'ble Mr. *Quinton.*

454. What was your salary as Presidency Magistrate ?—Rs. 800.

455. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved ?—The existing system of appointing Natives of India as Statutory Civilians is not generally approved, because, in practice, the system militates against the principle of appointing the most competent men to the posts in the Civil Service. So far as I can see, in the appointments hitherto made, the race and family position of the individual concerned have been considered rather than a strict regard being had to his merit and ability ; and if this peculiarity in the selection should prevail for some time longer, the result, I am afraid, will be the deterioration of the Civil Service on the one hand, and a wholesale discontent among the educated classes on the other. The defect does not lie in the Statute which very properly provides for the appointment of persons of "proved merit and ability," (section 6 of 33 Vic. cap. 3), and leaves it for the rules to define the word "proved," and to lay down the principles upon which the merit and ability

The Hon'ble Mr. *Quinton*—contd.

of the candidate are to be tested. But the rules fail to perform their allotted functions. They simply repeat the words of the Statute, and leave the rest to the discretion of the Local Administrations. In the exercise of this discretion much diversity of opinion has naturally prevailed ; and the result has on the whole been unsatisfactory. The rules therefore should be amended; and the best amendment that I can suggest for securing the most competent men for the Statutory Civil Service, is that the rules should clearly provide for the application of the double test of selection and competition; not a disjointed adoption of either, but a harmonious combination of both. For we have seen how unsatisfactory has been the working of the system of appointing by selection alone ; and I am sure that the system of testing the eligibility of the candidate by competition alone would produce results equally unsatisfactory, for it would open a door for the admission into the Civil Service of any candidate who may manage to obtain a few marks more than this fellow-competitor, however inferior he might be to the latter in point of social status, moral character, and other qualifications so essential to the maintenance of the dignity of the great service in whose hands the entire administration of this empire is placed. It is to be remarked that an open competitive examination,—however well adapted it may be to the exigencies of the Covenanted Civil Service, in which the number of apppointments to be competed for every year is comparatively large,—is, I think, quite unsuited to the condition of the Satutory Civil Service, in which the number of appointments made in each Province is hardly more than one or two in a year. Moreover, inferiority in social status

The Hon'ble Mr. *Quinton*—contd.

and other disqualifications of an individual are more glaringly noticed and commented upon by the public, when he is singled out from among the many for elevation to an eminent post, than when he happens to be one of the many. Therefore I would propose that the rules should be so amended as to require that every year the Local Government should receive applications from all indiscriminately, and select the most eligible candidates from among them at the rate of seven candidates for every appointment. They should then require the selected men to compete with one another in certain given subjects,—literature, law and so forth,—and should bestow the appointments upon those persons who show the highest proficiency. I do not consider it necessary that the candidate so selected should be compelled to proceed to England for any further training, as a condition precedent to his appointment to the post in question. I do not think that residence in England for a period which would not, of course, exceed one or two years in the case of a selected candidate, is likely to give him any considerable amount of good training. I have known several Native gentlemen who resided in England for about two years, and returned to this country, after passing successful examinations as Barristers-of-law; and I fail to see that our pleaders and vakils of the High Court,—who have not had such advantage,—are inferior to them in any respect whatsoever. Furthermore, we should remember that virtue or vice flourish most in a metropolitan atmosphere; and the chances are that a young man, living by himself in a large and populous town in a foreign country, away from his parents and guardians, but possessing sufficient money, would pick up more vice than virtue, and return to India with strange notions of his own greatness, looking down upon his less-favored countrymen with contempt, thereby estranging himself from the people, and ceasing to be a Native for all practical purposes. I would not therefore recommend that he selected candidate should be required to proceed to England.

These are my suggestions for recruiting the best men for the Statutory Civil

The Hon'ble Mr. *Quinton*—contd.

Service; and as for the number of Natives to be appointed as Statutory Civilians every year, I would let the existing proportion remain unaltered. It is a political necessity,—a necessity which in my opinion is highly conducive to the good of the Indians themselves,—that the administration of India should remain in the hands of Europeans; and any increase in the proportion of Natives appointed as Statutory Civilians will militate against this wise arrangement,—a result which ought to be avoided under all circumstances. But this consideration does not affect the Judicial branch of the Civil Service, in which a larger proportion of Natives may be introduced without in any way impairing the general efficiency of the administration of the country. I therefore beg to suggest that one-third of the whole number of the Judgeships may be thrown open to the Natives, to be selected, firstly, from among the Statutory Civilians appointed as above proposed; secondly, from the Subordinate Judges, whose approved service exceeds seven years; and, thirdly, from the members of the legal profession whose approved practice is not less than seven years.

Vol. V. Sec. II. Madras.

P. Srinivasa Rao, Esq.

Mr. *Stokes.*

456. You would not admit Europeans to the Statutory Civil Service?—No.

Mr. *Ryland.*

457. Would you maintain the Statutory Service?—Yes, with this qualification that if simultaneous examinations are held in India and England for the Covenanted Service, the Statutory Service should cease to exist.

458. With a separate competition in India you would retain it?—Yes.

Mr. *Stewart.*

459. How many of the Statutory Civilians who have been appointed in the Madras Presidency are you personally acquainted with?—About seven or eight in all.

460. Do they fulfil the intention of the Statute as regards "proved merit and ability"?—In the same way as any

Mr. *Stewart*—continued.

Deputy Collector would do. They are not superior as a class to Deputy Collectors.

461. Are they of good birth and noble family ?—Yes.

462. Do they belong to families who would not ordinarily put their sons into the Uncovenanted Service?—Some of them do.

463. How many ?—About four or five.

464. Are there many gentlemen of high amilies among them ?—There are two gentlemen whose families would becalled "high." But all are members of old and respectable families.

Sir *Charles Turner*.

465. Would these gentlemen who have been appointed under the Statutory system have accepted employment under Government other than in the Covenanted Service ?—Of course they would.

466. How many Mahomedans have been appointed to the Statutory Service ?—Only two.

The Hon'ble Mr. *Quinton*.

467. Are you a Brahman ?—Yes.

468. Do you apprehend that the young men who go to England will be exposed there to practices affecting their religion and to the danger of contracting vicious habits ?—I would not attach any importance to religious scruples. It is not on that ground that they should not go, or because they might fall into vicious habits. But those gentlemen who have been there have not made any great improvement. I do not think that the gentlemen appointed to the Statutory Service should, after being selected, be required to undergo any such test. They would be quite sure of their appointment, and there would be no necessity for them to go to England merely to spend a holiday.

469. But if they were subjected to some training in England ?—What is the advantage of training after passing here ?

470. Is it not the case that young men at present appointed to the Statutory Service are all much older than those who would enter under a system of competition ? What is the average age at which men enter now ?—Twenty-two to twenty-five years.

The Hon'ble Mr. *Quinton*—contd.

471. Surely the chances of such men contracting vicious habits would be very much less than in the case of lads about nineteen years old ?—That is not the only ground why they should not go. They would not be benefited by going. Those who went there to study for the Bar were not young men.

472. Do you not think foreign travel enlarges a man's mind ?—Yes, but they should not be compelled to go; they should be encouraged to go.

473. But as a rule would not compelling them to go to England make the service more efficient ?—That is not my experience. I have come into contact with some eight or ten men who have been in England, and I do not think they were, in any appreciable degree, improved by it.

474. It would not increase their efficiency as public servants ?—Not according to my experience.

475. Is that your experience of young men who have been to England ?—Not only of young men but also of elderly people. There has been very little improvement in either case.

Mr. *Ramaswami Mudaliyar*.

476. Were they not better than they were before they went ?—I do not think so.

477. Are you comparing them with the best men here ?—I am not comparing them with the best men here. I know one young gentleman practising in my court. He went to England. I have not observed any improvement in him.

Mr. *Stokes*.

478. What do the suitors think of him ? Do they not respect him more for having gone to England and studied law there ?—Suitors, of course, adopt the popular view, and they say because the man has been to England, he must be a great man.

Sir *Charles Turner.*

479. Then his practice has increased? —Yes. But when they come to see that he is not superior to others, they keep away from him.

480. You mention one gentleman. How many have you known who have been called to the English Bar?—Two other Barristers.

481. Do you mean to say that these two other Barristers were not improved by their visit to England?—They may have been improved, but not to any appreciable extent.

482. At what age did these gentlemen go home?—Not over thirty-five in any case.

483. Do you think that men between the ages of twenty-two and twenty-five cannot be exposed to the temptations of a metropolis without risk?—All that I say is that I should be surprised if young men who go to England should benefit by it.

484. Is it not a subject of complaint among Native officials that European officials do not associate with them on terms of intimacy?—Yes.

485. Do you not think that that objection would be removed if the Native went to England and acquired English habits of thought and Western ideas?—I do not think so.

486. Is it your experience that young Native gentlemen who have gone to England and acquired English ideas are received on terms of intimate friendship by Europeans in this country?—That must be best known to themselves. As far as I know, there has been no change.

Mr. *Stokes.*

487. Is there not a strong prejudice among members of a certain caste against going to England?—Yes.

488. So much so that men belonging to that caste would be put out of caste if they went?—Yes.

489. Would they be able to get back into caste?—That matter is now under discussion. In Bangalore there was a man who went to England and returned as a Barrister. A meeting was held, and some said he ought to be readmitted. Others said he ought not. The matter is not decided yet. In older days we used to travel. The Vedas are full of travels.

Sir *Charles Turner.*

490. Then in your opinion there is no religious objection?—Not the slightest.

Mr. *Stokes.*

491. Do you know any gentleman in the Covenanted Service who was put out of caste?—Yes; he was not a Brahman, but a Sudra.

492. Were any others of his family put out of caste?—There was some misunderstanding between his father and others of the caste.

493. Do you not think that this would be a very serious difficulty if Government insisted upon candidates going to England?—Yes.

Mr. *Ramaswami Mudaliyar.*

494. Are there not instances of men who have been to England and who have been received back into caste? —Some have been received back by liberal-minded persons in the caste, but others, whose scruples were strong, would not receive them back.

495. Some Brahmans went to England, and, as far as you are aware, they did not attempt to observe caste rules while in England, which they were bound as Brahmans to observe there? —The opinion of the orthodox is this: the very fact of a person going to England or to any foreign land is a ground for excommunication. They will not stop to hear whether a man did or did not observe caste while away.

496. As a matter of fact there has not been a single instance of a Brahman trying his best to observe caste rules while in England?—I do not know of a single instance.

497. Do you think that men who observed caste rules would be excommunicated for having gone to England?—I do not think they ought to be.

Sir *Charles Turner.*

498. You know one young gentleman who went from India to England and entered the Covenanted Civil Service? —Yes.

499. Did he not come back a highly educated man?—Yes.

500. At what age did he go? Was it about eighteen?—I do not know.

Sir *Charles Turner*—contd.

501. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I am not aware of there being any dissatisfaction in respect of recruiting Europeans for the Covenanted Civil Service. That Natives of India labor under some disadvantages in competing with the Europeans, such as age, poverty, religious scruples, climatic influence and so on, is a fact. These disadvantages may be removed by raising the limit of age; by adding Sanskrit, Arabic and other Oriental languages to the optional subjects of examination, and placing these subjects, in respect of marks, on the same footing as Latin, Greek, and other European languages, which are already prescribed for the Civil Service examination; and lastly, by holding annual examinations simultaneously in England and India, if such course be found to be practicable. If an examination be held in India, it should be identical with that held in England; it should be held at only one centre in India; and there should be only one list which should comprise all successful candidates examined in India and England alike. But if it is feared that the number of successful candidates in India would be more than that successful in England, the number of appointments open to candidates who pass their examination in India, may be limited, say, to one half of the whole. There should be no separate lists for the residents of different territories, for this is an Imperial Service, while the Statutory Service is a Provincial one. No candidate who passes a successful examination in India should be compelled to proceed to England, for reasons which I have given in respect of Statutory Civilians; but they may be encouraged to do so.

502. Are the young Natives obtained under the present system of open competition in England the best as regards character and capacity who could be obtained under any system?—I have no means of knowing whether the young Natives obtained under the existing system in England are the best men or otherwise.

503. You would have open competition in India?—Yes, but I do not think it is practicable to have it identical with the examination in England.

Sir *Charles Turner*—contd.

The Hon'ble Mr. *Quinton*.

504. Why not?—One reason is, that it would leave room for discontent. The number of appointments allotted to India would have to be limited, and that might result in the exclusion of some Indian candidates who had obtained higher marks than those obtained by some of the successful candidates in England. Further, the number of candidates selected in India would be less than the number selected in England, and this would make it more difficult to adjust the results according to the order of merit.

Mr. *Ryland*.

505. Your opinion is that the character of the administration should be, on the whole, English?—Yes.

506. And that this cannot be obtained except by training the higher officials in England?—Yes.

Mr. *Stewart*.

507. Suppose a competitive examination were held in India simultaneously with one in England, what caste would predominate?—Hindus.

508. Any particular caste?—I do not know; Brahmans and other castes go hand in hand now.

509. Suppose there were ten appointments to be given away. How many Madrasis do you think would get in among the ten?—My experience is limited to the competitive examination which was held for selecting candidates for the Statutory Service last year. I think out of the twenty or twenty-five who competed, some three or four persons were selected as having obtained the highest number of marks.

510. What caste were they?—All were Brahmans.

511. Then you think Brahmans have the best chance?—To a great extent.

512. What chance would a Mahomedan have?—I do not think he would stand a good chance.

513. What about Moplas or Nairs?—They would have no chance at all.

Mr. *Stewart*—continued.

514. Supposing a Madrasi succeeded, would it be better that he should serve in his own Presidency or that he should serve elsewhere ?—I do not think his staying in his own Presidency would prejudicially affect his moral character.

515. How would the people in Madras like a Bengali Collector being placed over them ?—I do not think they would like it. It would be much better to keep the Bengali in his own Presidency. If a Madrasi went to Bombay or to Bengal, he would be like a fish out of water. It would take some years before he could associate freely with the people.

516. Would Madrasis prefer a Bengali to a European?—I do not think there is any prejudice against Englishmen here, we would much rather have a European for our superior.

The Hon'ble Mr. *Quinton*.

517. You said that amongst other alterations in the examination, you would raise the age, and raise the marks for Sanskrit and Arabic ?—Yes. I would put them on the same level as Latin and Greek.

518. Do you know Sanskrit yourself ? —Very little.

519. How is Sanskrit taught in the schools ?—By means of professors of Sanskrit. But professors are not attached to all Government schools.

520. Is Sanskrit taught at all in those schools in which there are no Sanskrit professors ?—No. But almost every town in India has begun to employ Sanskrit professors.

521. In those schools where Sanskrit is taught, is it taught with great thoroughness ?—No.

522. The instruction is merely elementary ?—Yes.

523. You have recommended that it should be put on the same footing as Latin and Greek. Latin and Greek have been selected for the Covenanted Service, and they are taught in all English schools, and to enable a man to get marks, he must be proficient in those languages. What would be the number of marks you would give for an elementary knowledge of Sanskrit ?—The same number of marks as would be given for elementary Latin and Greek. A person who passed high in Sanskrit would be of very great use in this country.

The Hon'ble Mr. *Quinton*—contd.

524. Is it on the ground of the utility of Sanskrit that you recommend this, or on the ground that it would facilitate the entrance of Native candidates ?—On both grounds. A knowledge of Sanskrit would be of very much use to an Englishman also.

Mr. *Ramaswami Mudaliyar*.

525. Was there not a Tahsildar belonging to another Province in this Presidency ?—I do not think so.

Sir *Charles Turner*.

526. I understand you to say you would prefer a European to a Bengali here ?—Certainly, the majority of the people, if not the whole population, would prefer a European.

527. What are your reasons for that opinion ?—The European would be quite unprejudiced.

528. Have you had no Bengalis here in the Account or other departments ? —I am not acquainted with any.

529. Should the Uncovenanted Service be recruited from Natives of India as described in Statute 33 Vic., cap. 3, sec. 6, or from all natural-born subjects of Her Majesty ?—The Uncovenanted Service should continue to be recruited only from the Natives of India as hither to. The recruitment should be made by means of public examination and nomination in respect of all classes of offices as hitherto. The recruitment should be made from the persons resident within the respective Provinces. The abolition or otherwise of the Statutory Civil Service ought not to affect the Uncovenanted Service in any way. I would add that if it is determined to hold examinations for the Covenanted Civil Service simultaneously in England and India, it would not be necessary to appoint any Statutory Civilians by competition ; and my recommendation for introducing Natives more largely into the Civil Service, would be confined to appointments made by nomination from the Subordinate Judges and members of the legal profession.

Sir *Charles Turner*—contd.

530. What do you say about the appointment of Munsifs?—I would retain the present system.

531. That is, selection by the High Court of gentlemen who have certain qualifications?—Yes, those are eligible who have passed the pleaders' test or obtained a B. L. degree.

532. You have ceased to belong to the mufasal judiciary?—I have not been in the mufasal for the last fifteen years.

533. Have you known many Munsifs during the last fifteen years?—My brother, who is now dead, was a Munsif. My cousin is a Munsif, and several of my friends.

534. The Native Judicial Service is very much improved now?—Yes.

535. To what do you attribute the improvement?—Mainly to education and all that comes under that head.

536. Do you know whether gentlemen of the Bar of District Courts have been appointed Munsifs?—Yes.

537. Were they men who enjoyed a fair amount of practice?—Yes. A man with large practice would not accept the appointment of Munsif, because he would get only Rs. 200. It would take a man ten years to get a practice of Rs. 400 per mensem.

538. What class of men are generally appointed?—No particular class.

539. Are they from a respectable class?—Certainly from a good class.

540. Do you think there could be any improvement in the system? Would you have competition?—No. I do not advocate competition.

541. Would those men who are now appointed, offer themselves at a competitive examination?—I do not think they would.

542. Why?—Their knowledge of law and other things would have become so rusty, that they would be unable to pass, although they might be competent men. Supposing I were asked to pass an examination in law now, I do not think I should be able to do so. But if I read a section, I should be able to construe it properly.

543. Men of a certain age are averse to presenting themselves at examinations?—Yes.

Sir *Charles Turner*—contd.

544. You have had a good deal of criminal work. Had you any difficulty in acquiring a knowledge of Criminal Law and Procedure?—None at all.

545. Were many of your decisions appealed from?—Not one case. There was an application for a writ of *certiori*, but the Judge in appeal declined to give the writ, and he held I was right.

546. Were any of your cases reversed?—No.

Mr. *Ryland*.

547. What is the practice in this Presidency in appointing Magistrates?—To appoint all classes.

Sir *Charles Turner*.

548. You are aware that there is an order of the Secretary of State which prohibits the appointment of Europeans to any post of which the pay exceeds Rs. 200, except with special sanction?—Yes.

Mr. *Ryland*.

549. Would you retain that order?—Yes, at present I would, and my reason is that if we do away with that order there is a chance of all the higher appointments being absorbed by gentlemen coming from England.

Mr. *White*.

550. The preamble to the Statute of 1870 states that it was introduced to provide "facilities to Natives of India of proved merit and ability" to be promoted to posts in the Civil Service. Now what would be your opinion as regards giving those appointments? Would you give them to men of proved merit and ability, either in the Uncovenanted Service or at the Bar?—As to the executive posts in the Covenanted Service which are now given to Statutory Civilians, I do not think they should be given to persons in the Uncovenanted Service and members of the Bar of proved merit and ability. In the Administrative Department I would not make the door wider; I would confine the appointments to persons who passed a competitive examination.

551. You know of one gentleman who was appointed after long service

Mr. *White*—continued.

in the Uncovenanted ranks to a post in the Covenanted Service, and that he was made Acting Head Assistant Collector. There was a minute by Sir Grant Duff, and you have, no doubt, read that minute. In referring to the last appointment made by himself, he says that there were two systems, namely, first, a system of nomination and competition combined, and, second, the appointing a person of proved merit and ability. Sir Grant Duff says in paragraph 99 :—" My personal view is that both methods are good, though, on the whole, I prefer the second to the system of selecting Statutory Civilians by purely open competition, or to the idea of giving their nomination to any authority other than Government," &c. That is Sir Grant Duff's view, and with reference to that, do you still consider that it would not be wise policy to promote men from the Uncovenanted Service to posts in the Covenanted Service in the administration ?—I have said they should be chosen by competitive examination. Those who passed the competitive examination should oe selected and not others. In the Judicial Department others might be appointed.

552. Perhaps you are not aware of one, among other reasons, why men who had served for a long period in the Uncovenanted Service were in a manner debarred from being promoted to the Covenanted Service. For instance, a man in the Uncovenanted Service drawing a salary of Rs. 1,000 would have to be put into a post in the Covenanted Service carrying a salary of Rs. 1,000 at least. Are you aware that that was one reason which prevented men of proved merit and ability being promoted into the Covenanted Service ?—No.

553. Are you not aware that it would have interfered with the promotion of others. For instance where an Uncovenanted officer was made Collector of a district, Covenanted men would have had reason to be aggrieved ?—Yes.

554. Now taking all this into consideration, do you not think that there are almost insuperable difficulties to the working of the Statutory scheme How could men of proved merit and ability be promoted ?—Not to any of the higher posts. By being posted over the heads of so many persons, he would interfere with their promotion.

Mr. *White*—continued.

555. I have no doubt that in practice that difficulty was found. Can you point out anything to me in the Statute which would prevent an Uncovenanted official being made a Collector ?—There is no provision in the Act, but the reasonable construction would be that a Statutory Civilian must begin from the bottom of the list.

556. The words are :—" Whereas it is expedient that additional facilities should be given for employing Natives of India of proved merit and ability in the Covenanted Service of Her Majesty in India." Now, there is nothing there to prohibit the appointment of any person in the Uncovenanted Service to any post. Taking these circumstances into consideration, and the difficulty of making appointments to the higher offices and of giving men of proved merit and ability the lowest salary upon which a Statutory Civilian commences, do you think it would be better to sweep away the Statute and the Statutory Service altogether, and to reconstitute the service ; that is to restrict the Covenanted Service to its narrowest limits ; having another service to be recruited entirely in India, which service would consist of the appointments taken from the Covenanted Service and the present Uncovenanted appointments down to Rs. 100 ?—I would not abolish the Statutory Service. Natives appointed to the Covenanted Service gain a great advantage over other Natives. What appointment is there in which Natives of India can obtain Rs. 200 a month at the start except the Statutory Service? It was twenty years before I got an appointment the salary of which was Rs. 200. In this case, young men hardly out of school can obtain an appointment carrying a salary of Rs. 200. I would not sweep it away unless examinations are held simultaneously in India and England. It is a great boon to the Natives.

557. You would not have an Imperial Service recruited in India ?—It comes to the same thing. The only difference is the name.

Mr. *Stewart.*

558. What is your opinion as to the

Mr. *Stewart*—continued.

Executive department?—I have not had much experience as to the Revenue line.

559. As regards its reputation?—Its reputation is better now.

560. You attribute that to education?—Yes, to education and also to the facilities of communication. For instance, where I was a Munsif, I was ninety miles away from Bellary, and I could have done what I liked as a Munsif. But now, communication is easy.

561. The supervision is better?—Yes. But I did not mean to say that I was afraid of supervision.

562. Do you also attribute it to more accurate supervision?—Not supervision alone. Generally, it may have worked improvement, but circumstances have changed.

Sir *Charles Turner*.

563. You know nothing about the Revenue branch of the service?—No.

564. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service, according as the posts are held by members of that branch of the service or by members of the Statutory and Uncovenanted branches?—The circumstances which some fifty years or more ago justified the fixing of very high salaries for civil appointments, have now ceased to exist. The salaries may therefore be reduced, and the reduced salaries attached to posts, irrespectively of the persons who hold those posts; for it must be remarked that the life of a Native has now become more expensive than before, owing to his imitation of Europeans in providing himself with houses, carriages, dress, and so forth. I know that a reduction of salaries would work great hardship in the case of Europeans owing to the high rate of exchange; and I admit also that those persons, whether Europeans or Indians, who pass examinations in England, and come out to India, at a great risk and expense, are entitled to receive higher emoluments than those who have always been in India, and passed their examinations in India. In such cases, I beg to suggest that some fair addition should be made to their salaries in the shape of personal allowances, without in any way disturbing the fixed scale of salaries attached to each appointment, and without making any distinction between the salaries drawn by persons holding similar appointments.

Sir *Charles Turner*—contd.

564½. Have you anything to say as to the Furlough rules?—As to the Furlough Rules applicable to different branches of the service, I am not aware of any complaints having been made by any one. They may, I think, remain as at present.

Mr. *Stokes*.

565. What do you mean by "circumstances having changed and the facilities of communication having increased"?—The facilities with which we obtain materials and articles of consumption, and the facility with which we can get houses. In places where there was only one house, there are now twelve houses.

Mr. *Stewart*.

566. One of the Statutory Civilians was in the Uncovenanted Service?—Yes.

567. What pay was he drawing?—Rs. 200. He was a District Munsif.

568. He entered on the same pay?—Yes.

569. What employment does a graduate usually take in Madras?—I cannot say. There are so many graduates. Every year our University manufactures hundreds of them.

570. Have any graduates taken Government employment recently and on what pay?—Yes, on Rs. 40 or Rs. 50.

571. Are they always willing to take that?—Yes, they rise sooner than others.

572. Do you consider the pay given to a Statutory Civilian sufficient?—It is fair to begin with.

WITNESS VII—1st February 1887.

Examination of S. PULNEY ANDY, ESQ., M.D., F.L.S., M.R.C.S. (retired.)

Sir *Charles Turner.*

573. I believe you are a Doctor of Medicine ?—Yes.

574. Where did you take your degree ?—At St. Andrews' University.

575. You are also a Member of the Royal College of Surgeons, and a Fellow of the Linnœan Society ?—Yes.

576. What office did you fill under Government originally?—I was in the Subordinate Medical Service, and when the Medical Service was opened to Natives of this country, I went to England with a view to obtain a Medical Commission.

577. What caste are you ?—Hindu.

578. And you became a Christian ?—Yes, after my return to India.

579. You were for many years employed in Travancore ?—Yes.

580. Did you enter the Medical Service immediately on your return from England?—Not at first; owing to the the recent mutiny the Indian Service was closed for some four or five years. The Secretary of State sent me out for special employment in Madras.

581. What are your views in regard to the Executive and Judicial Services?—My scheme is as follows :—The distinction of Statutory, Covenanted and Uncovenanted Services should be abolished. It will be preferable to designate the services as Imperial and Provincial, in accordance with the present distinction followed in the financial arrangements of the Government of India.

I. IMPERIAL SERVICE :—Members of this service should be available for transfer from one Local Government to another.

(*a*) Admission should be by open competition held simultaneously in England and India. In England the competitive examination should be held in London ; in India, one year in the Bengal Presidency, another in Bombay, and the third year in Madras, and so on in rotation. It should be obligatory on the part of successful Indian candidates to proceed to England for further study and examination with the successful English candidates.

Sir *Charles Turner*—contd.

(*b*) The Imperial Service should be open to all natural-born subjects of Her Majesty without distinction of race, colour, creed, or caste, or any other distinction.

(*c*) The subjects for examination should be the same for European and Indian candidates ; but equal marks should be assigned to Arabic, Persian, Sanskrit, Greek, and Latin.

(*d*) The age limits should be from nineteen to twenty-two.

(*e*) Salary to range from Rs. 500 and upwards per mensem.

(*f*) Fitness to be the only standard of admission.

II. PROVINCIAL SERVICE—

(*a*) Admission should be by open competition in India held in the Presidency town of each Presidency.

(*b*) The Provincial Service should be likewise open to all natural-born subjects of Her Majesty who are usually resident or domiciled within the limits of their respective Provinces.

(*c*) The subjects for examination should be the same for all classes and should be passed through the medium of the English language in addition to the passing in one or two vernacular languages of the Province in which the candidate seeks employment.

(*d*) Age to be from twenty-one to twenty-five.

(*e*) Salary from Rs. 100 to 700 per mensem.

III. Each candidate should be placed on probation for a limited period and confirmed after passing the test of the department in which he has elected to serve.

Sir *Charles Turner*—contd.

IV. The departments in which the members of the Provincial Service should be employed to be as follows :—

Agriculture.

Forest.

Land Revenue, and conservancy of all works connected therewith.

Salt and Abkari departments.

Sea Customs, &c., and the conservancy of all works connected therewith.

Postal and Telegraph, and all works connected therewith.

Judicial and Registration, including Magistracy, Police and Jail.

Finance and Account department.

Opium and other Miscellaneous departments.

V. JUDICIAL SERVICE.—The High Court appointments should be filled as at present.

All higher appointments varying in salary from Rs. 500 and upwards to be open to barristers-at-law of Indian experience. Subordinate Courts to be presided over by the members of the vakil grade and attornies-at-law.

VI. INFERIOR GRADES :—Salary ranging from Rs. 25 to 100 per mensem to be subject to certain educational tests, but selection and nomination to be left to heads of the judicial and executive departments.

VII. Local Governments may be empowered to advance members of the inferior grade to the Provincial Service as a reward of merit for distinguished service and ability. Likewise the members of the Provincial Service may be transferred to the Imperial Service whenever there is an exceptional instance of proved merit and ability, but subject to the approval and confirmation of the Government of India and the Secretary of State for India.

VIII. Pay Code, Leave Code, Pension Code to be different for the different services. Whenever a European of special training or qualification is required to be brought out from England, his services may be secured on special terms, or a special or personal allowance may be given to him in addition to the Indian rates of pay. In order to bring the cost of administration within a reasonable limit of ecomony, a reduction of ten per cent might be effected on all the present salaries ranging from Rs. 200 per mensem and upwards.

Sir *Charles Turner*—contd.

582. What do you think of the present Statutory Service ?—It is not a properly constituted service, and I object to it because admission to it is not such as I desire it should be, and Government is likely to suffer from such appointments. When Government pay for a man's services, they should try and get the best men to be had in the country. By nomination without competition the service will prove a failure in course of time. In place of Statutory appointments I should open higher appointments to men in the inferior grades of the Uncovenanted Service.

583. In regard to the examination for the Civil Service, are you a Sanskrit scholar ?—No, but I know something of Sanskrit. If a competitive examination is to be held here, I would simply introduce Sanskrit because I think it is impossible to teach Latin and Greek properly in India.

584. You think that the English administration in India has been of considerable benefit to India ?—Yes

585. Have you travelled much in India ?—No, only in the Madras Presidency. The greater portion of my life has been spent in Travancore.

586. Has Travancore advanced in efficiency of administration ?—I think there is a fair advance and better administration now.

587. I believe the Travancore Raja has nearly always chosen his Chief Ministers and his Chief Justice from gentlemen educated in Madras ?—Yes.

The Hon'ble Mr. *Quinton*.

588. Are the young men of Travancore generally educated in Madras ?—Some are educated in Madras and some at the Trivandrum College.

Mr. *Ramaswami Mudaliyar*.

589. Supposing the Statutory Service is retained, would you recommend

Mr. *Ramaswami Mudaliyar*—contd.

that the men selected for that service should be sent to England for training?—I would not compel them to go.

590. If the definition of "Natives" given in the Statute excludes Natives belonging to Feudatory States, would you enlarge the definition?—Now-a-days you cannot call Native States "Feudatory."

591. Then you would admit their subjects as Natives for the purposes of the Statute?—Yes.

Sir *Charles Turner*.

592. You went to England before you became a Christian?—Yes.

593. Did you find any difficulty on your return in being received into caste?—In those days there was difficulty. I was the first Native from Madras who went to England, but now I believe the men who go do not care about caste.

594. For how many years were you in England?—I was one year in London, and I went thence to St. Andrews.

Sir *Charles Turner*—contd.

595. Did you find on your return that your countrymen sympathised with you?—When they come to learn that you are useful and so forth, they give up all prejudices against you.

Mr. *Ramaswami Mudaliyar*.

596. Have they lost their sympathy for you?—No.

597. Did you find that your visit to England had any result as to your intercourse with Europeans?—It had great results. It not only facilitates intercourse with Europeans, but visiting England and seeing the institutions of the country in a great measure improves the Native mind.

598. Did you find it more easy or less easy to associate with Europeans after your return?—It was more easy after my return.

WITNESS VIII—1st February 1887.

Examination of M. R. Ry. SOMASUNDRA CHETTIAR AVARGAL, Merchant, and late President of Patchiappa's Trustees.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M. R. Ry. *Somasundra Chettiar Avargal.*

599. You are a merchant of the city of Madras and late President of Patchiappa's Trustees ?—Yes, I was for many years a merchant, but have retired. I at first held an appointment under Government.

600. What appointment ?—I was a clerk in the Government office, and was then transferred to the Accountant-General's office as head accountant.

601. After that you resigned the service ?—Yes, as all my family were tradesmen I joined them in business.

602. Is the existing system of appointing Natives, as Statutory Civilians, to posts reserved for the Covenanted Civil Service approved ?—I believe it has not given general satisfaction. From my intercourse with the people I understand they are dissatisfied in consequence of such appointments not being given to persons of proved merit and ability.

603. I believe since the creation of this service eight nominations have been made, out of which three were from the Uncovenanted Service of this Presidency ?—Yes.

604. Are the defects of the system capable of remedy ?—Yes, the rules are inconsistent with the provisions of the Statute. I would give the appointments to men in the Uncovenanted Service of proved ability and merit, who have served for eight or ten years. I would also make selections from the legal profession. I would only open the service to the above two classes and not to untried persons. I would not hold any competitive examination for the service. It is unnecessary to amend the Statute. I would make appointments to the Statutory Civil Service occasionally when men of proved ability and merit are found ; as a rule, admission into the Civil Service should be by competition. The sanction of the Secretary of State should be requisite for such appointments.

Sir *Charles Turner*—contd.

605. Would you require selected candidates to proceed to England for training ?—If the Statutory Service were restricted to the classes I have suggested, then there would be no necessity for their going to England for training.

Mr. *Stokes.*

606. Would you insist on new candidates for the Statutory Service going to England ?—I would rather confine the appointments to Uncovenanted men, and then it would not be necessary for them to go.

Mr. *Ryland.*

607. You consider the Uncovenanted Service the very best field of selection for the Statutory Service ?—I think so. Because they are men of whose merit there has been practical experience.

Mr. *Ramaswami Mudaliyar.*

608. The definition of the word "Native" in the Statute at present excludes subjects of Native States, such as Cochin, Travancore, &c. ; would you enlarge the definition ?—I do not see any reason why they should not be included.

Sir *Charles Turner.*

609. Is any dissatisfaction felt with the existing system of recruiting the Covenanted Civil Service ?—Yes, the subject is one which has been much

Sir *Charles Turner*—contd.

discussed for many years past in an association to which I used to belong. The fact is that Natives labour under many disadvantages in competing for the service. The limits of age are now so low that Natives are excluded, and those who come out are much too young and inexperienced. In the old days, when the age limit was higher, those who came out were more in sympathy with the people, and commanded our respect and confidence. They mixed with the people and ascertained our views and feelings before introducing changes.

610. What changes would you introduce?—I would wish to have Natives and Europeans placed upon a more equal footing in the competition.

611. What are the disadvantages under which Natives labour?—The examinations are held in England and in the English language, and these circumstances place Natives at a disadvantage.

612. How could the disadvantages be minimised or removed?—By certain alterations and improvements.

No scholarships or allowances will be necessary if changes are made in the age and in the place of examination.

I would alter the maximum limit of age to twenty-three.

I am not acquainted with the subjects of the examination.

I would hold simultaneous examinations in England and in India.

613. Should the examination in India be identical with that held in England? Should it be held at one centre in India?—Yes it should be identical, and should be held at some central place.

614. Should the successful candidates be selected from one general list?—Yes, in order of merit.

615. Would you make any apportionment of appointments among the Provinces or according to races or religious sects?—No.

616. Should the successful candidates be required, as a condition obligatory, to proceed to England for training?—Yes, because in my opinion there are great advantages gained by visiting England and other countries.

Sir *Charles Turner*—contd.

617. Are the young Natives obtained by the English competition the best who could be obtained under any system?—I cannot enumerate many instances. I only knew one instance in the case of the late J. Ruthnavalu Chetty, who returned to India from England with a good character and with great capacity.

Mr. *Stokes.*

618. What disadvantage do you say Natives labour under at present?—They are not able to compete with Europeans for the Civil Service in consequence of the low maximum age for admission. It is limited to the tender age of nineteen years. I think if it were raised to twenty-three or twenty-four, Native competitors would have a better chance of qualifying.

619. You would raise the age to twenty-four and have a simultaneous examination in India and compel the candidate to go to England?—Yes, with the view to study administrative and other questions which are of public importance in England, and with the view of visiting other countries, so that they may acquire wider knowledge and be consequently more useful in this country.

620. What do you think about the proposal to establish scholarships and pay passage-money?—I think I would rather have a simultaneous examination held in India, and I prefer to see each person bear his own expenses.

621. If you had an examination in India, would you alter the subjects in any way?—No. I would place all the candidates on an equal footing.

622. Would you give the same marks for Sanskrit and Arabic as are now given to Latin and Greek?—I am not qualified to give an opinion as to the marks.

623. You would have one list?—I would go upon merit alone.

624. Do you know any Natives who have succeeded in the open competition?—I knew one.

Sir *Charles Turner.*

625. He was a very intelligent man?—Yes, and he possessed a very good character.

Sir *Charles Turner*—contd.

626. He had extraordinary mathematical ability, I believe ?—Yes. He took his B. A. degree examination in his sixteenth or seventeenth year.

Mr. *Ryland.*

627. If you consider training in England necessary, why require such training after and not before the competitive examination ?—My object is this : if the persons appointed stay in England for a short period, they will not be put to much expense. I am a purely orthodox Hindu, and I say that if those who go to England observe the rules of caste while there, they will, on their return, have no difficulty in mixing with their caste-bretheren on their return. That will not be the case if they remain absent from India for a long period. I would fix two years.

Mr. *Ramaswami Mudaliyar.*

628. The Civil Servant you mentioned belonged to the same caste as yourself ?—Yes.

629. And when he came back was he out of caste ?—Yes. In fact his principles were quite changed. His customs and habits were quite different.

630. Supposing he had shown a wish to return to the customs and habits of his caste, would you have raised difficulties to his being received back into caste ?—If he had pursued Hindu rules in England I should have had no objection, nor would his caste-brethren have had any.

631. But as a matter of fact he did not wish to rejoin his caste ?—He did not. There was, however, a great deal of dissatisfaction felt amongst our people about the matter.

632. Is it possible for an orthodox Hindu to observe caste rules during a voyage to England or during a residence in England ?—They are obliged to make certain changes in the way of diet and all that. We cannot expect them to observe all the rules strictly.

633. You advocate a simultaneous examination in India in order to put Natives on a level with English candidates. How will that do so ?—Natives will have to pass the very same examination in India.

Mr. *Ramaswami Mudaliyar*—contd.

634. Do you think the number of candidates who would be likely to succeed will be greater than under the present system ?—Yes ; if they are not required to go to England.

635. But if they are required to go to England ?—If after passing they are obliged to go to England, the number will be smaller.

636. Under those circumstances I do not see that you gain much, because you only desire that those men should succeed who are willing to go afterwards. Why should not they go before ?—If they want to study for a long series of years in England they will not be able to retain caste.

637. If they are likely to be successful here, what is the necessity for their remaining in England for a series of years ?—They will have to study for three or four years in England.

638. Why ?—That is my opinion.

639. If the examination is to be the same, the only difference being that it will be held in two places at the same time, they must pass in exactly the same subjects. The man who would pass in India would equally well pass in England, and therefore I do not see that you gain much ?—Many men who might easily pass here, would object to go to England on the mere chance of passing.

640. They do not like to take the risk ?—No, they do not.

Sir *Charles Turner.*

641. Patchiappa's Trust is now a large school, I believe ; is the head-master a Native or European ?—He is a European.

642. Have you always had Europeans ?—No, formerly Mr. Lovery was head-master, since his retirement Mr. Adams has been head-master.

643. Mr. Lovery was a Eurasian ?—Yes.

644. How was it you did not have a Native graduate ?—The general opinion of Natives is that under European superintendence, the English pronunciation is much better acquired than it would be under the superintendence of a Native graduate.

Sir *Charles Turner*—contd.

645. You are very particular in that school are you not, in insisting upon a thorough study of the vernaculars as well as of English?—Yes.

646. You have known a great many of the educated young men of the day?—I freely mix with them.

647. You know a great many Covenanted Civil Servants?—I did in former days, but not now.

648. Do you think there are many young educated men in the present day who would be successful in competition without going to England to get further instruction?—I think if the examination be held in India, many young persons would have a fair chance of success.

649. A considerable number do you think?—Yes.

650. Have you estates in different parts of the country?—No, I have no property except some land near Madras.

651. Do you think Natives would do better in the Executive or in the Judicial branch of the service?—In the judicial department.

652. Would you make Natives Collectors?—Yes, if they were fit for the post and rose to it in the service.

653. Would you like to see all the Collectorates held by Natives?—I shall not live to see that day. I do not know many men who are qualified to hold them at present.

Sir *Charles Turner*—contd.

654. How would you recruit the Uncovenanted Service?—It should be recruited from all natural-born subjects of Her Majesty by open competition subject to certain regulations. The examination should be held in the several Provinces according to the system now pursued.

Mr. *Stokes*.

655. Would you recruit for this Presidency only from persons who reside in it?—Yes, it would not be advisable to send persons from Madras to other Provinces, for instance the Upper Provinces, because they would not understand the vernaculars.

656. If you abolish the Statutory Service, would you give the Covenanted posts now reserved for that service to the Uncovenanted Service?—I would give them to Uncovenanted men if they are men of special merit and ability.

657. Have you any remarks to offer as to pay or furlough?—I would leave these matters to the discretion of the authorities, but if my opinion be pressed, I would give equal pay and have equal privileges, but I know nothing about the subject.

WITNESS IX—1st February 1887.

Examination of N. SUBRAMANYEN, Esq., Barrister-at-Law, Madras.

Vol. V. Sec. II. Madras.

N. Subramanyen, Esq.

Mr. *Stokes.*

658. You are a Barrister-at-law?—Yes.

659. You were a Brahman and you embraced Christianity?—Yes.

660. You went to England to study for the Bar?—Yes. I was called to the Bar at the Inner Temple. I practised before I went to England as Public Prosecutor and Pleader in North Arcot in 1867. I was called to the Bar in 1878, and since then I have practised in the High Court and District Courts.

661. What have you to say in regard to the Statutory Service?—I do not myself know very much about the matter, but from the little I have heard I do not think it is approved.

662. Have you formed any opinion upon the subject?—I think that the appointments made by the Madras Government do not meet the requirements of the Statute. I myself think that men of experience who have proved their merits by employment in the Uncovenanted Service, in the practice of a profession or by competition, ought to be appointed.

663. Would you amend 33 Vic. cap. 3, section 6, in any way?—No, it does not require amendment

664. If the Statutory Service is retained, would you require selected candidates to go to England?—That purely depends upon circumstances. If simultaneous examinations are held in England and India, then I would only reserve a very small proportion of posts as rewards for men who have proved their merit and ability, and in that case I would not insist upon their going to England as it would be unnecessary.

Sir *Charles Turner.*

665. Do you know any Statutory Civilians?—Not personally, or sufficiently to form an opinion of them.

666. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Service?—Yes.

667. What change would you recommend?—I should advocate simultaneous examinations both in India and in England, so as to give Natives the same facilities as Englishmen. I should alter the limit of age. Probably twenty-one would be the best maximum age limit, but if the competition is held only in England the limit might be placed at twenty-three. In regard to the subjects of examination, I have not considered the matter very carefully. I have no doubt people will qualify themselves whatever the subjects may be. I should not entertain the idea of introducing subjects merely to suit any one class.

Mr. *Ryland.*

668. You would have no change in the subjects?—I have not carefully examined the list of subjects.

669. You would have only one list of successful candidates?—On that point I have two opinions. It would not be safe to admit all who may pass indiscriminately, because in that case you may get a very large proportion of Natives to Europeans. There should be a larger number of Europeans for the present. A certain percentage should be Natives. Out of thirty persons, twenty should be Europeans. I should take the first twenty Europeans and the first ten Natives who passed.

670. Would you insist upon the successful candidates going to England?—

Mr. *Ryland*—continued.

Certainly, and they should remain there for two or three years.

671. Do you know any of the Native gentlemen who have been selected under the present system?—I know one very well. We were trained together in England.

672. You consider you derived great advantage from visiting England. Do you not think it would be desirable to have the same kind of training and to secure the same advantage to men appointed to the Government service?—Yes.

673. Would you not require the English training before they compete?—Of course, a great many persons would not go because they could not afford to go, or, if they had small means, they would not care to go on the mere chance of passing.

674. And yet men go to England to qualify for other avocations?—Yes. Those avocations are certain.

The Hon'ble Mr. *Quinton.*

675. Have not several men gone home to qualify for professions?—Yes.

676. They go home for a professional education?—Some try for Government service, and failing in that go in for a profession.

677. Is the number increasing every year?—Yes.

678. They are not deterred by the journey?—They go for what they are certain to get. They go for the Bar and get called and come out again.

679. But, after all, in the case of young men of sufficient attainments and having a good hope of passing successfully, the mere journey to England is surely no obstacle?—But the class of men who go to England are men who generally have plenty of money and who would not have much chance in the Civil Service competition.

680. And the men who are really likely to succeed are not men of means?—Yes.

681. Then your object in having an examination here is to give such men a chance?—The present system of open competition in England is just as hard on Natives as it would be for Englishmen to come out here to pass.

Mr. *Stokes.*

682. Should the Uncovenanted Service be recruited only from Natives of India or from all natural born subjects of Her Majesty?—I should say only from Natives of India as defined in the Statute, provided appointments are given away by nomination. If there is competition or some examination, then I should throw it open to all. In the case of a system of nomination if the service were open to all there would be danger of jobbery.

683. Do you personally prefer recruitment into the Uncovenanted Service by a system of competition or by nomination, or a mixture of both?—I should say the best method would be to have candidates selected out of a class of men who possess certain qualifications and have passed certain tests.

684. Should recruitment be made provincially?—I think not, but it would practically come to that.

685. If the existing Statutory Service be abolished, would you give the proportion of Covenanted posts reserved for that service to the Uncovenanted Service?—Yes, I would.

Sir *Charles Turner.*

686. You have had a great deal of experience of the Judicial Service of this country?—Yes, for the last twenty years.

687. What is the popular opinion as to the efficiency of the Native Judicial Service?—It has improved very much within the last twenty years.

688. Do the people entertain a feeling of confidence in the English Judges?—Yes, I think they certainly do, as regards their desire to do justice between suitors.

689. Several of the European Judges are regarded as men of considerable ability, are they not?—Yes.

690. Have you not made applications on behalf of your clients to transfer cases from the Native Judiciary to the European?—It is more frequently in criminal than in civil cases that such applications are made.

Sir *Charles Turner*—contd.

691. Then as regards the Native Magistracy. What is the popular opinion respecting them?—I do not think the public have as much confidence in the lower grades of Native Magistrates as they have in the Native Civil Judges; in the latter there is now greater confidence than there was before.

692. As to criminal jurisdiction, you consider there is not the same confidence in the Native as in the European Magistrate?—No, at least as regards second and third class Magistrates.

693. In cases in which you have been asked to apply for a transfer from a Native to a European officer, did your client assign as a reason that the case was a bad one or one in which he desired to bamboozle the Magistrate?—I cannot recall any particular case.

694. Have you any remarks to offer as to pay and furlough?—I know nothing about the Pay and Furlough Rules.

Mr. *Stewart*.

695. Supposing a Statutory Civilian began on Rs. 200, would that be a sufficient remuneration for the class of persons who would ordinarily be appointed?—The class of men who have been appointed would have been glad to take Rs. 100.

696. They could have lived on much less?—Yes, it depends upon their position. If a man is a Statutory Civilian, then he would think of his position and seek to live up to it.

697. When you went to England and returned, did you find any difference in your expenses for living after your return?—Yes, when I was in Chittur, a small place, I only kept one horse, whereas here in Madras my expenses have increased threefold.

Mr. *Stewart*—continued.

698. What do you think a young man in Madras or up-country, with English habits and style, would be able to live upon respectably?—It would depend upon whether he moved in English society. If he moved in English society, it would be much more expensive. Probably Rs. 300 or Rs. 350 would be a fair amount. If he entertained a few friends and kept a respectable establishment, it would cost him Rs. 300.

699. In Madras or in the mufasal?—In Madras it would be a little more expensive. Rs. 300 would do in Madras if he were not a Civil Servant and did not need to keep up an appearance.

700. What amount would a Native vakil expend on household expenses? Take the case of a young man.—Rs. 250 would keep him very comfortably.

701. Would he require as much as Rs. 250?—Yes, as a vakil of the High Court.

702. How many members of the family do you include in your estimate of expenses?—That would not make much difference.

Mr. *Stokes*.

703. How much would a father allow such a man when he is studying for his degree?—Rs. 10 or 20 per month.

704. And when he becomes a vakil?—Then he has an establishment to keep up. He cannot live on very much less than Rs. 200 or 250.

WITNESS X—1st February 1887.

Examination of M. R. Ry. S. Srinivasa Raghavaiyangar Avargal, B. A., First Uncovenanted Assistant to the Board of Revenue.

Sir *Charles Turner.*

705. You are the First Uncovenanted Assistant to the Board of Revenue?—Yes.

706. On what pay?—Rs. 500.

707. When did you enter the service?—In 1870, now seventeen years ago, inthe Collector's office at Tanjore. I rose to be head clerk there, and then I came to the Revenue Board office.

Mr. *Stewart.*

708. What caste are you?—A Vishnavite Brahman.

Mr. *Stokes.*

709. Is the system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Service approved?—It is not approved.

710. On what grounds?—The grounds of dissatisfaction are that some of the nominees were without the requisite educational qualifications, and that others would have been glad to accept subordinate situations in the Uncovenanted Service, if the Government had not, as a special act of favor, admitted them into the Statutory Civil Service. The social status of these men is not higher than that of scores of University men with much superior educational qualifications.

711. In what way would you remedy this?—I think the Statute has not had a fair trial. I think the principle, which it lays down, is a sound one, and it is much to be regretted that in framing rules under the Statute, instead of providing a working arrangement for carrying out that principle in its integrity, the course was adopted of giving undue emphasis to vague considerations of good birth and high family connections, with the result of opening the door of admission to the service to men of untried administrative and untested educational qualifications. I would retain the provisions of the Statute, and give a fair trial to the system under improved conditions. I think it should be distinctly laid down that nominations should be only from among persons of merit and ability proved in the service of Government or in the practice of a profession. The present rules should, I think, be repealed, and new rules drawn up, which should provide (1) for the improvement of the character of the Uncovenanted Service, which should hereafter furnish its contingent for employment in the higher Civil Service; (2) for ensuring in the men selected not merely moderate but very high educational qualifications; and (3) for the claims of men employed in all branches of the administration being brought to the notice of Government and duly considered before they make their nominations.

Mr. *Stokes*—continued.

712. If the Statutory Service is retained as at present, would you insist on candidates going to England?—No, I do not think they should be sent to England, especially under the plan I advocate, and I would not compel the nominees to go to England in any case.

713. Do Natives labour under any disadvantages in competing for employment in this branch of the service?—I think it was a mistake to reduce the maximum limit of age for competing, because it practically shut out the Natives who would otherwise have competed. I would recommend that the maximum limit be fixed at twenty-two years of age.

714. Is there any other disadvantages that Natives are labouring under?—The examination being held in England, which necessitates Indian candidates going to England at a great cost, is certainly a serious disadvantage.

Mr. *Stokes*—continued.

Added to this there are caste difficulties which deter some people from competing altogether, and others from braving the social penalties attached to breaches of caste regulations when the chances of success in the competition are so small.

715. Then you would alter the age. Would you add to the subjects of examination or alter the marks in any way?—Yes. I would place the two classical languages with which Natives of India are supposed to be more or less familiar—Arabic and Sanskrit—on a footing of equality with Latin and Greek. I should do this for two reasons. One is to make the competition between English and Native candidates more equal than it is, so far at least as the schedule of subjects prescribed for the examination is concerned. The other reason is that it is very desirable that due importance should be given to a knowledge of these languages, as it will enable Civil Servants to understand much which would otherwise be unintelligible to them in the social usages and customs of Hindus and Mahomedans among whom they have to spend the best part of their lives.

716. Would you hold simultaneous examinations in England and India?—That would certainly give great satisfaction, as it would to a great extent equalise the odds as between European candidates and Native candidates who are now heavily handicapped, and enable the latter to win their places in an honourable competition with Europeans, under fairly equal conditions. But I think there are difficulties in the way of the adoption of the proposal.

717. What difficulties?—My answer to this question to some extent depends upon certain considerations applicable to Europeans which I have been told do not fall within the scope of the functions of the Commission.

718. If applicable to both, let us hear them.—I do not think that the two years' training in England prescribed for candidates selected by competition, is at all effectual for the purpose for which it is intended, even in the case of the English candidates. Mere residence at a University while pursuing the special studies intended to fit them for an Indian career, such as the

Mr. *Stokes*—continued.

Tamil and Telugu languages and the Indian Acts and Regulations, cannot give the candidates that culture, refinement and high tone of feeling which are so much desired and which a University training is supposed to impart. For this purpose the candidates must thoroughly participate in the studies which form the speciality of particular Universities and must associate with their contemporaries at the University in the lecture rooms, in the professors' houses and in the places for recreation. To secure this, I prefer that the competition should be confined to graduates of Universities selected on account of their moral and physical qualifications, and this rule should apply to Natives as well as to Europeans. If this kind of training is insisted on after selection, the candidates will content themselves with securing merely an ordinary degree at one of the Universities, which to men of their attainments involves no exertion at all; whereas if a University degree were required as a preliminary qualification for admission to the competitive examination, the men selected would generally be men who had taken honours. Another objection to holding the competitive examination in India is that it would be difficult to arrange for the *viva voce* examination being held in India under conditions which would equalise the competition between Europeans and Natives without impairing the value of the test, and the success of a competitive examination as a test of ability depends upon the free use of the *viva voce* element.

719. On the whole you are against a simultaneous examination in India?—Yes.

720. If an examination is held in India, would you insist upon the successful candidates going to England?—I have already stated that I do not attach much importance to the kind of training they receive there under the present system during their two years' residence in England. They read and learn the languages of India, Indian history, geography and things like that, which are better learnt in India. This is not likely to give the sort of training which it is intended that they should receive. I would not subject them to the inconvenience of having to go to England

Mr. *Stokes*—continued.

if that is the training they are to get there. I can quite see that if a Native went to England and lived there amongst the people and was received into the houses of the professors of a University, and had access to the best society, such a training would be the best he could possibly get; but if he went there and tried to observe caste rules or mixed in society only in a touch-and-go fashion, as he must do if he is to induce his friends and relations in India to believe that he has not broken away from caste regulations, I do not believe he will be much benefited. This sort of training will turn out good or bad according to the character of the man, and I should much hesitate to subject to it a very young man whose character is not formed.

The Hon'ble Mr. *Quinton.*

721. You advocate competition amongst B. As. both in England and India?—Yes.

722. But as regards India, are there not men who would be likely to succeed in a competitive examination who had been educated elsewhere than in Universities, because in England it is very commonly the case that some of our most highly educated men were not educated in Universities?—There are very few of this class in India, so few indeed that it is not necessary to take them into account. My proposal is that the Natives as well as Europeans who compete should be graduates of the Universities, University training being considered essential: if non-University men were excluded, it would be their own fault. In the consideration of a scheme for securing the best sort of men for service in India, the interests of good administration in India must override all other considerations, more especially when the Natives labour under so many disadvantages on this very account.

723. Your system would exclude all Natives who have not got a degree; that is, Natives of India who may have been educated in private schools, and have not thought it worth their while to take a degree, and who are yet perfectly qualified to pass the examination?—They might be excluded, but there will be very few of that class.

The Hon'ble Mr. *Quinton*—contd.

724. You propose to raise the marks assigned to Sanskrit and Arabic to a level with Latin, that is to 800, in order to equalise the examination?—Yes.

725. How would it equalise the examination?—I mean that to a Native, who already labours under so many disadvantages, it will give an advantage. He has first of all to compete with Englishmen in the English language, the mother-tongue of the Englishman, and a foreign tongue to the Native. Latin and Greek are in a great measure European languages, and there are very great facilities for Europeans learning them, and the European therefore has in this respect the advantage over the Native. In the same way a Hindu has great facilities for learning Sanskrit and a Mahomedan for learning Arabic. It would therefore equalise the competition if Sanskrit and Arabic were placed on the same footing with Latin and Greek. I would give the same marks for each.

Mr. *Stokes.*

726. With regard to the Uncovenanted Service, would you recruit by competition or by nomination, or by both systems combined?—By competition principally, by nomination occasionally. I would first of all divide the Uncovenanted Service into two branches. I have already stated that nomination to appointments in the Covenanted Service should only be made from among persons in the Uncovenanted Service. I think it necessary that the character of the former service should be improved so as to secure a continual flow of men with high intellectual qualifications from one service to the other. I would divide the Uncovenanted Service into two branches—higher and lower—just as is done in the Civil Service in England. I would have a competitive examination of a high standard, in which only graduates of the University should be allowed to compete, so far as this Presidency is concerned. In provinces in which education is in a backward state, it will probably be necessary to fix the initial educational qualification somewhat lower than a University degree. The *modus operandi* would be as follows:—I would in each year calculate the

Mr. *Stokes*—continued.

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number of vacancies likely to occur during the next year, and advertise that number for competition less one-third. That one-third I would reserve for the promotion from the lower to the higher branch, of persons whose merits are testified to by the head of the office in which they are serving. This reservation I make, because there is now no such distinction as higher and lower Uncovenanted Service, and it would be hard on those who are already in the lower service if they were to be shut out from all chance of promotion to the higher service. At the outset the promotions from the one service to the other would be somewhat frequent, but in future, say at the end of ten years, when the really competent men now in the lower service have been absorbed into the higher service or have otherwise been disposed of, such promotions would be exceptional, and the appointments thus released might be added to those offered for competition. I would also, from the reserved portion of one-third, meet the claims of any community which might not, under the competitive system, be able to secure their due share of the patronage of Government. For instance, if the Mahomedan community were backward in the matter of education and failed to secure places in a competition, I would enable Government to nominate Mahomedans with fair educational qualifications to the lowest appointments in the higher branch. After entrance into the higher branch of the Uncovenanted Service, all further advancement should be regulated entirely with reference to proved merit and ability. There should be a central authority similar to the Civil Service Commissioners in England for regulating promotion and receiving information as to the character and behaviour of the officers from time to time; all promotions from one grade of the service to another should be made with the permission of this central authority, and when the time came to make nominations to the Covenanted Service, men to be nominated should be selected from among those employed in this service. The educational qualifications of the nominees having been tested by the original competitive examination, by means of which they entered the service, and which I have already stated should be of a very high standard, their administrative abilities would further have been tested by actual service under Government, and there would be a double guarantee of their fitness for the posts to which they are nominated. If Mahomedans who entered the service otherwise than by competition, really proved themselves to be officials who could be trusted with higher duties, I would promote them also to the Covenanted Service, but not otherwise. In order to ensure the claims of all men in all branches of the administration being considered, I would appoint a Committee consisting of three Judges of the High Court (one Native, a Barrister, and a Civilian), two Principal Secretaries to Government, the Members of the Board of Revenue, and a Native officer of high position, to discuss between themselves the relative claims of the candidates for promotion, and to make suitable recommendations to Government.

Mr. *Ryland.*

727. You do not think it desirable to have Natives imported from other Provinces into this Province; would you place the same restrictions in regard to them as are placed on Europeans?—So far as Madras is concerned, I think it can hold its own; but in the case, for instance, of the North-Western Provinces, if men from Bengal were to carry off most of the appointments in those Provinces, and if there was any feeling against it, I would not ignore it. Wherever there is the feeling that outsiders are beating local men out of the field, I should respect that feeling.

728. And provide against it?—Yes.

Sir *Charles Turner.*

729. You yourself were not originally appointed to the Revenue Department?—I have been seven years in my present office. I was originally a school-master.

730. Where were you educated?—Partly at Combaconum and partly in the Presidency College at Madras.

Sir *Charles Turner*—contd.

731. How long were you a schoolmaster?—Three years.

732. Why did you give it up?—I was employed in a grant-in-aid college, the prospects of promotion were not good, and there was no scope for advancement, and there was also, I believe, a desire on the part of the S. P. G. Society to reduce the expenses of the school.

733. You were employed then in a S. P. G. College?—Yes, at Tanjore.

734. Where did you enter the Revenue Department?—At Tanjore.

735. On what salary?—Rs. 35.

736. You were a clerk?—Yes.

737. How long were you a clerk?—For four or five years, and I then rose to be head clerk. I was head clerk for two years, after which I was taken into the Board's office here.

738. How are Tahsildars appointed?—They have to pass an examination comprising two tests, the one called the Revenue test and the other the Criminal test.

739. And then they are appointed by the Collectors?—The Collector makes the nomination and the Revenue Board accept or reject it, as they choose. The appointment is in the hands of Government.

740. Are any educational qualifications required?—No. There is a test prescribed for entrance into Government service for all appointments above a certain salary (Rs. 20), and when once a man gets into the Government service he can rise to be Tahsildar in the regular course of promotion.

741. You yourself have seen a great deal of the work of a Tahsildar's office?—I have never been in a Tahsildar's office, but I have seen the work of Tahsildars. It comes up to Collectors, and it has been part of my duty to prepare cases for the orders of the Collector.

742. Have Tahsildars greatly improved in education of late years?—Yes, they have, but I must say, not to the same extent as Munsifs. There has been great improvement, but not quite of the same kind as that seen in Munsifs.

743. Do you know anything about Munsifs' work?—My knowledge of their work is based on what has come before me in the course of my official duties, and from what I have heard from my friends.

744. What is the public opinion in regard to Munsifs and Subordinate Judges?—They are a very good class of officers.

Mr. *Stewart.*

745. What are the rules in regard to Tahsildars travelling? Are they expected to travel monthly?—Yes.

746. How many days in a month?—No definite rule has been laid down.

747. Do they get travelling allowance?—No.

748. Do European officers get travelling allowance?—Yes, they get a consolidated allowance, the Board of Revenue scrutinise the accounts and call for returns showing the movements of officers, and whenever they find that any officer has not moved about sufficiently, they cut down his allowance.

749. Would you make any difference in the pay of an appointment according as it was held by a European or a Native officer?—I would say that if any difference is intended to be made between Native Civilians and European Civilians in regard to pay, one or two misconceptions, more or less prevalent, should be cleared up. It is the general idea that Natives can live on small pay. I do not think the class of Natives whom you would want to put into the Statutory Service, or into the Covenanted Service, can manage to live on very small pay. Natives have to incur certain kinds of expenses, of which Europeans have no conception. Under the joint family system and the practice of early marriages so extensively prevalent in India, a Native is expected to support a number of relatives who are dependent upon him, and he is expected to take part in and bear the expenses of numberless domestic ceremonies. These are all national customs which cannot be ignored. There is also the taste for living well gradually being diffused among the upper classes of Natives, as a consequence of English education and English modes of thought. All these causes have contributed to swell the expenses of living to such an extent that it is extremely difficult for a Native in high position now-a-days to

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Mr. *Stewart*—continued.

secure anything like a competence for his children at the end of his official career. These considerations should, I think, be carefully borne in mind in fixing the salaries payable to Natives. If, on grounds of economy, however, it be considered absolutely necessary that the Native should receive less pay than the European for doing the same work, I would urge that some such rule as that in force for assessing incomes for the English income tax be adopted, and a certain portion of the salary left untouched, the excess alone, when there is an excess, being liable to deduction.

750. You think that a certain amount of expenditure would be pretty nearly equal; what amount?—Natives of the class who will get into the Covenanted Civil Service cannot manage to live in a manner suitable to their position under Rs. 500 or Rs. 600 per mensem.

751. You wish to see men of education and manners in the Covenanted Service?—Yes.

752. Have you anything further to say on any point?—I do not know whether questions connected with pensions for officers of the Uncovenanted Service fall within the scope of the Commission, but I should like to say in the matter of pensions for Uncovenanted servants, that rules should be adopted similar to those prescribed for the Statutory Service; that is to say, that after ten years' service they should be allowed a certain amount of pension, and that this amount be added to for every year's service that they put in after the ten years. Again, I would say in regard to the Uncovenanted Service, that whatever plan be adopted for the recruitment of Native Civilians, the plan which I have advocated, of dividing the Uncovenanted Service into two branches, should be at once taken into consideration, it being of the greatest importance that the character of men in this service should improve. It might be very much better than it is.

Mr. *Stewart*—continued.

753. What is your limit?—I should say Rs. 70 to start with;—men that might be required for higher administration should be men who have not contracted evil habits in the lower service, but who enter at the bottom of the higher branch on what is considered a sufficient salary to enable them to live and support their families without recourse to illicit practices.

754. You would not subject those required for the upper service to a period of service in the lower grade?—No; I would not put them into the lower service at all. I would make them undergo a period of probation of one year, or, if necessary, two years.

Mr. *White.*

755. You would give men an allowance on retiring after ten years; now do you not think it would be better if the Government exercised their power of getting rid of men who turn out bad bargains?—If I could give a man who is found unfit for his work an allowance, I would get rid of him. I would have the case investigated by a Commission, because I would not act upon the individual opinion of one officer; I would give the man a trial under another officer, and if he were still found incompetent, I would send him away with a compassionate allowance.

WITNESS XI—2nd February 1887.

Examination of J. GROSE, Esq., M. A., C. S., Acting Third Member, Board of Revenue ; Acting Director of Revenue Settlement and Agriculture ; Fellow of the University, Madras.

Sir *Charles Turner.*

756. You are a Member of the Board of Revenue and Fellow of the Madras University ?—Yes.

757. When did you enter the service ?—In 1860.

758. What posts have you held in the service ?—I have executive offices in the districts of Tanjore, South Arcot and Nellore ; have been Under-Secretary to Government and Secretary to the Board of Revenue ; I am now Acting Member of the Board of Revenue, Director of Revenue Settlement, Inam Commissioner, and President of the Board of Examiners.

Mr. *Stewart.*

759. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved ? If it is not, what are the grounds of disapprobation ?—The existing system of appointing Natives as Statutory Civilians is not approved by the class who speak and write most. They do not approve of it, partly because they do not get what they consider their fair share of the appointments, and partly because they think the power of nomination can be used for purposes of favoritism. Other classes, so far as I know, have no definite opinion one way or the other.

760. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules, (*b*) by an amendment of the Statutory provisions in that behalf, or should those provisions be repealed ?—I think the Statute and the rules under it should be repealed, and that there should be one Civil Service for India, but that certain appointments should be reserved for men appointed in England.

Mr. *Stewart*—continued.

761. If the provisions of the Statute 33 Vic. cap. 3, section 6, are not repealed nor substantially amended so as to take away the power conferred on the local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder ?—If the Statute and the rules are not repealed, they should be modified so as to apply to all persons of the description given in the Statute who are born anywhere in India, provided they are the children of parents habitually residing in Her Majesty's dominions in India.

762. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so ?—I do not consider it necessary that persons chosen for the Statutory Service should go to England for training before they enter on their duties, but that they should be encouraged to do so afterwards by some changes in the leave rules.

Sir *Charles Turner.*

763. Do you see any objection to the inclusion in the term 'Natives of India' of subjects of Native States in feudatory alliance with the British Government ?—So long as their parents are habitually resident in British dominions, I would admit them.

Mr. *Stewart.*

764. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service ?—It

Mr. *Stewart*—continued.

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is considered that Natives have not got a fair chance of securing appointments in this service.

765. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—Natives of India cannot go to England (after they have shown that they have a fair chance of passing) and get ready for the examination before they attain the age now fixed as the maximum; and the expense is prohibitory.

766. By what changes may those disadvantages be minimized or removed, *e. g.* (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limits of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneous examinations in England and in India?—To reduce these disadvantages, (*a*) the passage back of successful candidates might be paid; (*b*) and the maximum age might be raised to twenty-three; (*c*) no change should be made in the subjects or marks allotted to subjects; (*d*) I am not in favor of holding examinations simultaneously in England and in India.

767. If an examination is held in India should it be identical with that held in England?—If an examination for the Covenanted Civil Service is held in India, it should be identical with that held in England.

768. Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? If such an apportionment is made, on what principle is it to be regulated?—It should be held at the University centres—Calcutta, Madras and Bombay. The candidates in England and India should compete together, but, so far as possible, the successful candidates in India should be appointed to the Provinces from which they came.

Mr. *Stewart*—continued.

769. Should there be an apportionment between the residents in the territories of the several Administrations respectively, or between the members of the principal religious sects?—I do not see how any rule, not destructive of the principle of competition, could be laid down apportioning the appointments between the several Presidencies, or between the members of different religious sects.

770. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—If an examination for the Covenanted Civil Service is held in India, the successful candidates should be required to complete their training in England.

771. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I doubt whether the present system secures the best Natives, but I have not seen anything of them.

Mr. *Ramaswami Mudaliyar.*

772. What are your objections to holding simultaneous examinations in England and India?—First, the extreme difficulty of conducting examinations in India without some suspicion of unfairness arising. I have been Secretary to the Commissioners for the examinations for the Uncovenanted Service, and can scarcely remember any examination in which there was not some suspicion of the kind, and in one case there was the fact of unfairness proved. Again, I consider the *viva voce* part of the examination very important, and I do not believe that we have the means of conducting it in India as it is conducted in England. Thirdly, I believe that an examination being held in India would not, as some suppose, obviate all inequalities, seeing that there are so many different sects and classes in India of very different degrees of educational advancement and of ability to pass such an examination, who would be valuable in administering the country. There is, I know, plenty

Mr. *Ramaswami Mudaliyar*—contd.

of inequality under the present system. The holding of the examination in England handicaps the Natives of India, no doubt, but I say that by holding an examination in India, you would not remove all inequalities.

Mr. *Stokes.*

773. Could not an examination be held in India without the *viva voce*? —I do not think the *viva voce* is the most important part of the examination, but it is a very important part of it. An examination devoid of *viva voce* would, I think, be essentially different from an examination with *viva voce.*

Sir *Charles Turner.*

774. Are you a graduate of a University?—Yes, I was a member of St. John's, Cambridge. I took my degree at Cambridge. I have examined for the Universities very often out here. I have not examined for the Indian Government, but have been Secretary to the Commissioners for the Uncovenanted Civil Service Examinations here.

775. Will you favor us with your reasons for attaching so much importance to the *viva voce* examination?—I think that there is an immense amount of writing on paper which may be very much qualified, and perhaps eliminated altogether by the information which a practised examiner can elicit by *viva voce.* Another reason is, that I think the *viva voce* examination tests just the qualities which are most important for administration, I mean self-possession and presence of mind.

Mr. *Stokes.*

776. Would not that, as an objection to the Indian examination, be removed by requiring the candidate to undergo *viva voce* examination at some period of his subsequent training in England?—It could, but then the examination would not be identical.

777. But of course, if they had no *viva voce* examination here, they would have none in England either?—I should certainly object to an Indian examination which did not contain

Mr. *Stokes*—continued.

the *viva voce*, because I consider the *viva voce* a very important part of the examination.

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Mr. *Stewart.*

778. You say in the case of an Indian examination you would wish successful candidates to go to England for training?—That is, if they belonged to the Covenanted Service.

779. For what period of training?—I think two years, and I prefer that it should be undergone at a University.

780. Would you have any change in the subjects of examination or in the marking of particular subjects?—I do not think so.

781. Would it, do you think, be undesirable to Orientalize the tone of the examination?—I would have the two examinations exactly identical. I think it is important that all members of that branch of the service should possess precisely the same qualifications tested in the same way.

Sir *Charles Turner.*

782. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—If the Uncovenanted Service is retained as at present, I think it should be recruited from the persons described in the Statute subject to the alteration which I have suggested.

783. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should be by qualifying examination and nomination, as is the present practice in Madras.

784. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations respectively, or with a preference for such residents?—The recruitment should be made almost entirely from persons resident in the Province, but a few exceptions might be made to this rule,

Mr. *Stewart*—continued.

as, for instance, with regard to persons born in Native States.

Sir *Charles Turner.*

785. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Uncovenanted Service is retained and the Statutory Service abolished, the appointments now assigned to the latter should be given to the former.

Mr. *Ramaswami Mudaliyar.*

786. Do you quite approve of the present system of recruiting Tahsildars?—Yes, I do not think the system could be improved. You want a man with exactly those qualities which a Collector is the best judge of; a man who has a thorough knowledge of the Taluk, and who has done well in subordinate posts from the beginning.

787. Is it of advantage to a Tahsildar to have risen from the bottom of the service?—Yes, he must know every step thoroughly so as to be able to exercise that control which we expect him to exercise over his subordinates.

788. Has not that system also its drawbacks?—No doubt you would get a more intelligent man by not making him spend his younger years in passing through the lower grades, but I do not think that drawback is as considerable as the advantages attending the present system.

789. Does it not deter some really educated men from entering the Revenue service?—The present system allows of men entering the Revenue department in various places up to the grade of Tahsildar; a man need not now enter at the lowest grade, but may under very special circumstances be put in higher up.

790. But must he not qualify himself for the post of Tahsildar by some years' previous training in subordinate posts?—That is the general rule, but there are exceptional cases in which men are put into the higher grades at starting. A case occurred in the Nellore district in which the Collector who preceded me appointed a man as Tahsildar who had been employed in the Abkari department, and not in the Revenue department, because he possessed the qualifications that were wanted for the post.

Mr. *Ramaswami Mudaliyar*—contd.

Mr. *Stokes.*

791. Have you ever experienced a difficulty in finding men qualified for the post of Tahsildar?—The difficulty is rather in selecting from men who are either equally or nearly equally qualified. There have always been plenty of men fit for the post.

The Hon'ble Mr. *Quinton.*

792. Are Deputy Collectors appointed from Tahsildars?—Only in this way, that if Government chooses to nominate a man who has been a Tahsildar to a Deputy Collectorship, it can do so.

793. But what has been the general practice?—I should think the general practice was to appoint Tahsildars to Deputy Collectorships.

Sir *Charles Turner.*

794. Are not all Tahsildars in this Presidency invested with Magisterial powers?—Yes.

795. And so also, I believe, are the Sheristadars or head clerks of the Tahsildars?—Yes.

796. Have they, do you think, sufficient leisure for the proper discharge of their Magisterial duties?—No, I think a great many of them have not leisure for their Magisterial duties and rather slur them over.

797. Do you consider that Tahsildars and Sheristadars are men, as a rule, of sufficient education to exercise criminal jurisdiction satisfactorily?—Yes, I think so.

798. Do you know that there is an opinion abroad that the Magisterial duties of Tahsildars are not performed to the satisfaction of the public?—Yes, and that is also my opinion. As I say their Magisterial duties are very often slurred over because the men have not time enough to discharge them properly.

799. And you think that is the only reason?—I think so: the fact is, a man

Sir *Charles Turner*—contd.

in a hurry may think he can compress Magisterial work by taking two or three depositions at a time, and so forth, and by getting an examination over in much less time than it ought to take.

800. Does it often happen in Magisterial Courts that more than one deposition is taken at a time?—Not often, but I have known it done.

801. Do you think it desirable that a man should be a Tahsildar of the district in which he resides and has property and connections?—Of course he may have too many connections for it to be altogether an advantage, and it may be desirable to get him out of the district. Cliques are very strong in some districts.

802. Are you aware that in the case of Munsifs it is the general practice not to post a man to the district in which his family resides or he has property?—I have heard so.

803. Do you think it desirable to take the same precaution in the case of Tahsildars?—There is a conflict of advantages and disadvantages. There is the advantage of knowledge of the district, which is very necessary to a Tahsildar, and there is the disadvantage of his having connections or property in the district You have to balance the two, and the moment the disadvantage overbalances the advantage, you have to transfer him.

804. Would it be desirable to separate the Magisterial functions of the Tahsildar and Sheristadar from their revenue functions and create a separate Magistracy?—That is also a question of advantages and disadvantages. Of course a man who has Magisterial power has a vast deal more authority in the exercise of the revenue functions than a man who has no such authority.

805. Have you ever had complaints from persons that they have had to go considerable distances to find the Magistrate?—Yes, I have had such complaints, and it is undoubtedly true.

806. Are you aware that in Malabar in view of these objections the Registration officers have been invested with Magisterial powers of the third grade?—I was not aware of that. I know that some years ago the Sub-Registrars got up an agitation to the effect that they ought to have these powers, but they were not given.

Sir *Charles Turner*—contd.

The Hon'ble Mr. *Quinton*.

807. What is the pay of a Tahsildar's Sheristadar?—A Sheristadar draws Rs. 60. He has the powers of a Magistrate of the third class at first.

808. Is he ever invested with higher powers than that?—If he has been a long time in the post the Government may give him second class powers.

Mr. *Stewart*.

809. Considering the very varied character of their duties, do you think the present Tahsildars do their work fairly well?—There are faults to be found of course, but I think, on the whole, from what I have seen, they do their work fairly well as a rule.

810. Do you think that by insisting on a higher educational test you could get better men for administrative purposes?—No.

811. Would you approve of a system for this Presidency by which University graduates became Tahsildars after a year's training in a subordinate position? Would such a training be sufficient to give them the necessary departmental experience?—I do not think so. I should be very sorry to make a man Tahsildar who did not possess just those qualifications that are necessary for the post when I have a choice of persons whom I have known for years who do possess them. As a general rule, the man who has risen from the lowest grade is the man who makes the best Tahsildar.

812. In what respect?—They have perfect control over their establishments, and especially in our Revenue system, which is a mass of technicalities and minute detail, they know every point that has to be looked to.

813. Do you think a University graduate with the amount of training to which I have referred, could

Mr. *Stewart*—continued.

ever gain that knowledge?—I do not believe he would ever acquire a knowledge of those minute points.

Sir *Charles Turner.*

814. Have you heard any complaints of corruption among Tahsildars?—There are such complaints, but they are much less frequent than they used to be.

815. Are complaints made of corruption in the Civil Courts?—I have heard the same sort of complaints about Munsifs.

816. Have they been as numerous of late years as formerly?—I have never known much about the Munsifs. They have been altogether outside my sphere of action, but, from what I have heard, I should say complaints of corruption in Munsifs are much less numerous than formerly.

817. Have there been any serious complaints of corruption made against some Tahsildars of late years?—I cannot say what has been the case in other parts of the Presidency, but in Nellore there has been nothing of the kind for the last ten years.

818. Have complaints been made of defalcations in the collections?—Here and there, but nothing very serious.

Mr. *Stewart.*

819. Do you think that under the present system of supervision there are many opportunities for defalcation in the revenue accounts?—No. Tahsildars have no such opportunities after the dues have got into the treasuries, and these are under the Sheristadars.

Sir *Charles Turner.*

820. You say that the supervision is sufficient to prevent fraud? Do you remember the case of a village in the Chingleput district in which it was alleged that the kurnam who had made the collections had misappropriated considerable sums?—There are innumerable cases of that sort.

821. And that there were misappropriations extending over two years?

Sir *Charles Turner*—contd.

—I have never met with a case that lasted so long as that.

822. Do you remember the case to which I allude; the kurnam was convicted?—I think I recollect something about it.

Mr. *Stewart.*

823. Do you recollect what share the Tahsildar had in that particular case?—I recollect that it was said that the Tahsildar had not insisted either on the collections being made or on the correctness of the accounts because it had been made worth his while not to do so.

824. Within your revenue experience have you noticed a great improvement in the work of Tahsildars?—There has been a great improvement since I came to the country, and I attribute it to men being better paid and holding a better position altogether.

825. And to better supervision?—Yes, I think there has been better supervision too.

Sir *Charles Turner.*

826. I believe the ryots in this Presidency have a right to relinquish fields every year and to take them up every year if they are not already under settlement. Is there any European officer whose duty it is to go to a village and see what fields have been taken up and what have not?—We have maps and so on, which tell us what we want to know about each particular field as exactly as if we went to the village and saw for ourselves.

827. Is there no inspection on the spot?—Not necessarily by European officers.

828. Then how can the European officer satisfy himself that a certain quantity of land in a village is or is not cultivated in any year?—There are a number of inspectors. First of all the village officer makes out an annual account in which the cultivation is put down at the time it occurs, and the Revenue Inspector verifies that, and then the Tahsildar verifies it over again. The Revenue officer never goes to a village specially

Sir *Charles Turner*—contd.

for this purpose, and if he verifies the accounts at all, it is by accident, unless of course he has reason to suspect anything wrong as regards any particular village.

829. The Board of Revenue here has, I believe, recently taken steps to improve the revenue inspecting agency?—Yes, it is the very weakest point of our system.

830. It has been pronounced extremely unsatisfactory, has it not?—Yes, it has, because the men were not sufficiently paid, and there seemed to be a system by which the clerks in the Tahsildars' offices were often appointed according to their years in the service and not according to their work.

831. And this was the class in whose hands rested the verification of the amount of revenue payable by each ryot in every year?—Hardly that. That duty would be left a good deal to the kurnams, but after the accounts were made up, it would be the duty of the Tahsildar to say what the revenue was, and the jumma-bundi officer who goes finally to the taluk, settles what the remissions and what the final amount of collections should be.

The Hon'ble Mr. *Quinton.*

832. What pay do Revenue Inspectors get?—There are three grades of them on Rs. 20, Rs. 25 and Rs. 30.

833. Are they promoted to Sheristadarships and Tahsildarships?—It is not the general rule by any means, but if you find a man fit for the post, you can promote him to it. The Sheristadars come from all sorts of places in the administration, from Collectors' head clerks and the taluk head clerks, &c.

834. What are the functions of a Sheristadar?—He has chief charge of the treasury and all treasury transactions, and he assists the Tahsildar in his office. He is a sort of Tahsildar's deputy, and as regards the treasury, he is almost independent of the Tahsildar. When for instance the Tahsildar goes on inspection duty, or any other duty which takes him from the office, the Sheristadar does a good deal of his work.

Mr. *Ryland.*

835. Is it the duty of Deputy Collectors to supervise Tahsildars and their work?—Yes, they hold the post of divisional officer generally.

836. Have you any Europeans and Eurasians in that branch of the service?—Yes, a great many.

837. Have any been recently appointed?—I do not think so, but I do not know much about it.

838. Is there any rule or order that operates to exclude them?—I know of none.

839. Is there not the Secretary of State's order that no European shall be appointed to any post carrying a salary of Rs. 200 and upwards?—That refers to Europeans only.

840. Have any Eurasians been appointed recently?—Not that I know of.

841. Is there any disability or disqualification which keeps them out of such employment?—I have known a great many Eurasians who were fit for the appointment, so that I should not think they were disqualified in any way.

842. Do you think that by going down to the very lowest posts in the service to select your Tahsildars, you secure honesty as well as efficiency?—They are honest enough, when they get to the top of the tree at all events. The honesty increases with the responsibility.

Sir *Charles Turner.*

843. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—Persons not selected in England should receive smaller pay in the higher appointments, than persons selected there, but not in the lower.

844. If such distinction should be made, on what principle should it be regulated?—It might be provided that when a person selected in India gets an appointment the salary of which is over Rs. 750 a month, his pay shall be two-thirds of the pay allotted to

Sir *Charles Turner*—contd.

the office, provided that it shall not be less than Rs. 750.

845. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground?—If the Statutory and Uncovenanted branches are retained, there should be a difference in the Furlough Rules applicable to each; members of the former service might be encouraged to visit England by more liberal leave rules.

846. Are the privileges in regard to pay, promotion and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—The rules now in force for Natives who have obtained office under the Statutory rules seem to me to require no alteration, except as regards first furlough to England.

Mr. *White*.

847. Would it not be better to fix the same salary for the appointment in all cases, and give the officer recruited in England a personal allowance over and above his salary?—I think it is extremely important that the conditions of the service should be precisely the same for all classes of persons recruited in England.

848. Would it not be better to allow the same furlough to everybody, providing only that that furlough be not given to an Uncovenanted Officer, unless he spends it in England?—Statutory Civilians I think ought to be encouraged to go to England by larger allowances being given them. I do not think the Uncovenanted men up to the grade Deputy Collector, need go to England.

849. But if they wish to go?—I do not think it is worth the State's while to spend money in getting them to go. I do not think anything would be gained by it.

850. Supposing an Uncovenanted officer wished to go to England to improve himself, would you allow him furlough for that purpose?—I have not thought over that particular question, but I am disposed to say that there might be inducements given him to go provided the State is not saddled with any expense in consequence.

Mr. *White*—continued.

851. But without giving him any additional allowance, do you think he might be allowed to count furlough passed in England as service?—I have not thought over the matter, and do not know what my ultimate opinion would be.

Sir *Charles Turner*.

851½. Have you any scheme to propose?—The distinction between the Covenanted and Uncovenanted Services, carrying with it the meaning that nearly all well-paid appointments shall be given to Englishmen, seems to me not in accordance with the spirit of the times, but the relation between England and India is such that for some time it will be necessary to reserve certain appointments for men appointed in England. The appointments so reserved (as regards the Covenanted Civil Service of this Presidency) should, in my opinion, be those of Chief Secretary, Secretary to Government in the Revenue Department, Chief Land Revenue Commissioner in the new Board, and his Secretary, Collector and District Magistrate, Commissioner of Extra Revenue and his Secretary, Accountant-General, and Resident in Travancore and Cochin. Each Collector should have one European Assistant. There will thus be about fifty-four reserved appointments.

For the Indian Civil Service, which would have a right to these appointments, there should be a competitive examination in England as at present. It is true that this must give an advantage to Englishmen over Indians, but the relation between the nations makes this necessary. Still Indians of good position and character, with English habits, are fit; so the advantage given to Englishmen, though great, should not be too great. Hence the regulation as to the maximum limit of age and the burden of expenditure imposed on Indian candidates, which are now prohibitory, should be

Sir *Charles Turner*—contd.

relaxed. The age might be raised to twenty-three, and the passage back of successful candidates might be paid by Government.

The Indian Civil Service (so far as regards that portion of it which has not a claim to the reserved appointments) should be open to all Natives of India including Eurasians and domiciled Europeans. All ministerial appointments and other appointments up to the grade of Tahsildar (inclusive) should be given subject to test examinations as at present. Appointments above that grade (not being ministerial appointments) should be made by the local Government, and should be given either to the successful candidates in a competitive examination, or to persons of approved service in the lower grades. In the former case, to avoid increasing the number of examinations, which are already too numerous in Madras, the University examination for the degree of Bachelor of Arts might be taken. Of course applications for service with sufficient evidence as to moral character and physical fitness should be required, and some limit of age would have to be laid down. In the latter case, the number of the appointments to be so made should be restricted, and the nominee should be required to have passed a prescribed test. All the men thus appointed by the local Government should begin at the lowest grade (that next above the grade of Tahsildar), unless they are drawing higher pay in ministerial appointments.

The number of men selected in England will be fewer—I should say about two-thirds of what it is now—and promotion will be less certain, so to attract good material it will be necessary to have a regulation carefully drawn up as to the initial pay, &c., and the rate of promotion which will be guaranteed. They should be made much the same as at present.

A reduction of pay in the case of Natives of India not appointed in England should be fixed as regards the higher appointments. Two-thirds seems to me a fair proportion. It should be laid down that the minimum pay, when this reduction is made, shall be Rs. 750 a month. The salaries of Natives of India appointed in England should be the same as those of Englishmen.

Sir *Charles Turner*—contd.

Mr. *Stokes.*

852. Why would you retain the posts of Collector and District Magistrate in the hands of Europeans?—Because I regard those posts as an integral part of the Government of the country which I consider should be in the hands of Englishmen.

853. Would you allow Natives who enter the service by competition in England to be appointed to these posts?—Yes, because I consider they would be exceptionally qualified both by having passed in England and by having acquired English habits.

854. What would you do with a man in one of your fifty-four reserved posts who was found unfit to hold an executive position?—Government would have power either to dismiss or to transfer him to some appointment for which he was fitted.

Mr. *Stewart.*

855. Virtually, under your scheme there would be three branches of the service, a superior, or directive and controlling service; an intermediate service which would correspond to the bulk of the present Covenanted appointments; and an Uncovenanted Service?—Yes.

Mr. *Stokes.*

856. In your scheme the Collector is to have only one assistant. Suppose that one assistant dies?—Then you appoint another.

857. But suppose there is no other available?—For a short time I do not think it would make much difference but that should be the rule.

858. Supposing a man holding one of your fifty-four reserved appointments was found to be unfit for the post, to what post would you transfer him?—To one of the other fifty-three or to one of the appointments which would not be reserved for men recruited in England. He would

Mr. *Stokes*—continued.

be found fit for something, I should think.

859. You have reserved fifty-four executive appointments, supposing an officer holding one of these appointments was found unfit for executive employment, what would you do with him?—I would either dismiss him or transfer him to a place he was fit for.

860. He might be an admirable judicial officer, but according to your scheme he could not be transferred to the judicial line, because that line would be monopolized by another class of servants?—There would be nothing which would restrain the Government from doing so. Perhaps four out of the fifty-four would be judicial appointments.

Sir *Charles Turner*.

861. You propose to retain for your reserved service twenty-three Collectorates and twenty-two Assistant Collectorates. Suppose a man was found unfit to be a Collector or Assistant Collector or to hold any of these reserved posts and was also unfit for judicial office, what would you do with him?—That is a question which could not arise very often, and is so exceptional that it ought to be left to be met by orders framed at the moment, or by reference to the Governor-General, or something of the sort.

862. You do not mention anything about District Judges?—I have left them amongst the appointments to which Natives can aspire.

863. Would you retain in the hands of your District Judges the powers of Sessions Courts?—I see no objection to doing so.

864. Do you consider that the presence of a European District Judge tends to promote the independence of the Native Judiciary?—If you mean as compared with the presence of a Native District Judge, I do not see that it would make any difference in that way.

865. Why do you not propose to set aside a certain number of Collectorships for Natives?—Because I consider the post is one in which the person holding it is an integral part of the Government of the country.

Sir *Charles Turner*—contd.

866. Would you not give Natives an opportunity of showing their fitness for executive work?—There is a good deal of executive work in the Sub-Collector's duties. I would not exclude Natives altogether from executive work, but from the higher executive posts I would exclude them. There is a Sub-Collector in nearly every district. He is a member of the Covenanted Service.

867. Are there Natives in charge of sub-divisions in some districts?—I do not know of any. I have known them temporarily in charge of sub-divisions.

868. Is there a European Assistant Collector in every one of the Madras Collectorates at this moment?—There is no Sub-Collecter in Karnul. There is no sub-division there. There is a head assistant, a Statutory man.

869. How did the Natives you have known as temporarily in charge of sub-divisions do their work?—I never had any opportunity of knowing. I never heard any complaints.

870. You say you would give the whole of the District Judgeships to a service locally recruited. How would you appoint the High Court Judges?—I think the High Court ought always to remain very much as it is now. One Native Judge in the High Court is quite enough.

871. How would you constitute the rest of the Court?—I do not know that any alteration is necessary.

872. Would you have two Civilian Judges in the High Court?—I should have no objection to it.

873. How would you train the Civilian Judges of the High Court if all the District Judgeship are to be conferred on your intermediate service?—You certainly could not do so.

874. Do you not think it desirable to have in the High Court some CovenantedCivilian Judges familiar with the administration of the country?—I think it is.

875. But under your scheme you would lose that advantage?—My scheme no doubt requires modification in that respect.

876. Do you not think that in a High Court consisting of six Judges,

Sir *Charles Turner*—contd.

one-third of the Judges might be Natives ?—Yes, that would not be too much.

877. How many appointments in this Presidency are held by gentlemen recruited in England ?—About one hundred and fifty.

878. You say there is no European Assistant Collector in Karnul. Do you think it desirable that there should be one ?—Yes.

879. What length of time do you think it would take a man recruited in England to attain to a Collectorship under your scheme?—I propose that the rate of promotion and so on should be guaranteed.

880. Have you calculated at all how many years it would take a young man to obtain his Collectorate under your scheme ?—About sixteen years, I should say.

881. How do you propose to guarantee the rule of promotion?—For instance a man would be promoted, just as he is now, to be a Head Assistant Collector after four years, and after four years more to be a Sub-Collector, and if he did not get that promotion, he should at any rate have the pay.

882. You mean that you would guarantee him the salary of the post rather than the post?—I would guarantee him an increase of salary in case he had no increase of promotion.

Sir *Charles Turner*—contd.

Mr. *Stewart.*

883. You would open your Indian Civil Service, that is, the portion of the service not reserved, to all Natives of India, including Eurasians and domiciled Europeans. Would you altogether exclude non-domiciled Europeans ?—Yes.

884. Would not that be in conflict with the Statute of William IV, which says that no person by reason of descent, place of birth, &c., should be excluded from any post in Her Majesty's service for which he is fitted by his integrity and ability ?—I believe it would be so.

885. And you think this provision would have to be repealed if your scheme came into operation ?—I think so.

Mr. *Ryland.*

886. Would you repeal the provision or simply make residence a necessary condition ?—There is no reason why a man should not be domiciled.

WITNESS XII—2nd February 1887.

Examination of C. MICHIE SMITH, Esq., B. Sc., Professor of Science in the Christian College, Madras.

Sir *Charles Turner.*

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'*C. Michie Smith*, Esq.

887. How long have you been in India?—A little over twelve years.

888. The Christian College is an institution which has both a college and a school department?—Yes.

889. Can you tell us the number of pupils in each department?—In round numbers there are about 500 in the college department and between 1,100 and 1,200 in the school.

890. I believe the college and school are the largest in point of numbers of any educational institution in the south of India?—The college certainly is, and I believe the school is.

891. What is your opinion as to the mode of selecting Statutory Civilians?—I believe that to be satisfactory it must be effected by one of two methods—either by a combination of examination and selection, or by promotion from the subordinate service of men of proved capacity. The two methods have been tried in Madras in selecting Statutory Civilians during the last few years.

892. Have you known any of the Statutory Civilians appointed?—I have known some of them slightly.

893. Do you think they are better men than are to be found in the Uncovenanted Service?—No, I believe some of the men in the Uncovenanted Service are quite the equals of any of the men who have been selected for the Statutory Service.

894. Supposing the Statutory system is retained, would you send the gentlemen selected for that service to England for training?—I certainly think so.

Mr. *Stokes.*

895. Is there not a strong feeling among some classes in this Presidency against going to England?—I think the feeling is getting less and less every year amongst the classes of men who would be really useful. Amongst them the objection would be infinitesimal.

Mr. *Stokes*—continued.

896. But is not the feeling strongest among the higher castes?—My own impression is that the men who entertain a strong feeling of the kind are not likely to be men who would make good administrators if one did get them. We have Brahmans now who have gone to England to study.

897. Not many of them?—Not many of any class have gone to England from this Presidency.

898. But is not the feeling strongest among the highest castes?—Probably it is.

899. Are not the majority of your best pupils Brahmans?—A very large number of them are, but not by any means the whole of them, and their majority is getting less and less every year.

900. Have you observed that to be so in any marked degree in your own institution?—We have had a distinct increase of late years in the number of Native Christians who have distinguished themselves.

The Hon'ble Mr. *Quinton.*

901. Are all castes represented in your institution?—Yes.

902. Have you a large proportion of low castes?—No, the higher castes always form the largest proportion.

903. Is any distinction made between them and other pupils in your class rooms on account of caste?—None whatever.

Sir *Charles Turner.*

904. Under any of the three systems of nomination, limited competition and open competition, would you prescribe any tests or preliminary qualifications for nominees or candidates in regard

Sir *Charles Turner*—contd.

to (1) age, (2) intellectual capacity, (3) moral, social, and physical fitness?—As regards the age, I would not have it fixed at less than twenty-three for the Statutory Service, that is if the Statute is to be retained. My reason is that I think that the test of intellectual fitness should be the B. A. degree, and the average age of passing that degree here is twenty-two.

The Hon'ble Mr. *Quinton*.

905. Are you aware that the maximum age for the Statutory Service is twenty-five?—No. Then again I think it is essential that there should be some stricter test of physical fitness than obtains at present. There are some of those selected for the Statutory Service who, I think, would, under any physical test, be rejected at once.

906. What would be the nature of your test?—Of course, it is difficult to decide how the physical test should be applied, unless you could put the candidates through a course of gymnastics.

Sir *Charles Turner*.

907. Of late years great attention has been paid by the educational authorities in this Presidency to the encouragement of athletics amongst the pupils of your schools?—Yes, we have an association for encouraging such training.

908. And which supplies schools with gymnastic appliances?—Yes, and also with teachers.

909. You have a gymnasium attached to your school?—Yes. I have been for some years Secretary of the Association, and have had every opportunity of watching the effect of an athletic training on the youths, and the change it produces in them is something wonderful.

910. You think the change is in more than mere physical strength?—Yes, it brightens them up in a remarkable way in many respects.

911. Improves their spirit no doubt?—Yes.

912. And their moral character?—I have no means of judging that.

Mr. *Ryland*.

913.. Have you many Europeans and Eurasians in your college?—We have a considerable number of Eurasians in the higher classes, but very few Europeans.

Mr. *Ryland*—continued.

914. Are they admitted on the same terms as Natives?—Yes, except that none of the Eurasians take up the vernacular languages and have to study Latin outside.

915. Do you find that Europeans and Eurasians take to athletics more than Natives do?—It used to be so, but that is completely changed now. Once trained, I believe many Natives have natural physical qualifications which give them an advantage over Eurasians. Eurasians form only two or three per cent. of the pupils in the Christian College.

Mr. *Stewart*.

916. Have you any control over your pupils after they leave College; I mean if you were asked to give a certificate of the moral character of any candidate from your school for the Civil Service, could you do so conscientiously?—Not in most cases. It would merely be by accident that I could give a certificate to any pupil.

Sir *Charles Turner*.

917. There are several Professors in the college?—Yes, eight or nine.

918. You are Professor of Chemistry and Physical Science?—Yes.

919. Do you know whether the other Professors associate much with the boys?—There is always a certain number of boys whom we know fairly well, and there is always a large number whom we know very little about.

920. On what other points connected with this branch of the subject do you wish to give evidence?—The question of the possibility of establishing an Indian Civil Service College. I do not think it would be possible to establish a single College for the whole of India; and whether it is possible to establish a College to be of any real use, will depend upon the number of appointments likely to be thrown open. If it is to be a large number, I think it would have a certain advantage in bringing the candidates together, but otherwise I do not think it would have very much effect.

Sir *Charles Turner*—contd.

921. Have you any suggestion to offer as regards the present system of recruiting for the Covenanted Service?—Nothing, I think, of importance.

922. Do you think it desirable to hold a simultaneous examination in England and India?—No.

923. Why?—For several reasons: (1) because I do not consider that additional facilities ought to be offered for enabling Natives to enter the Civil Service as it is at present constituted. I am very strongly of opinion that the higher branch of the service should be restricted to Europeans, or at least to candidates who have been selected in England. That to my mind is a fundamental objection to there being a competition for such appointments in India. (2) I do not think it would be possible to conduct such an examination so as to be exactly identical with the examination in England. I do not think that the difficulty which has been suggested as to the contents of the papers leaking out, or any suspicion as to the fairness of the result, is of importance, and I think they have been considerably exaggerated. We have had a great many examinations here every year, and any complaint about the paper examinations is altogether exceptional. I do not think I have ever heard any complaint made as regards them, either of the papers having transpired, or of unfairness in the conduct of the examination. But at the same time I do not think it is possible to have the oral examination carried out here so as to be exactly similar to the oral examination in England. I do not think the examiners would conduct it in exactly the same way. I have been present at oral examinations, when I have seen one examiner question a candidate and make it appear as if he knew absolutely nothing about the subject, while another examiner by his method of questioning drew out the boy in such a way as to show that he really knew a great deal. To have one set of people examined here by one set of examiners, and another set examined by a different set of examiners in England, would, I think, give very unsatisfactory results. I see that it has been suggested that the oral examination should be taken down in short-hand and sent to England, but that, it seems to me, would be absolutely objectionable. It would be worse than a written examination to my mind. In examining orally, you learn probably more by the way in which the answers are given, and by the manner of the candidate in answering than by the answers themselves. The answers themselves may often not be very accurate, and yet they may show considerable knowledge, and that can only be accurately judged by having the candidate actually before you, so that if it is essential to have an oral examination, I do not think it is possible to conduct an identical examination in India or England. (3) Another objection, to my mind perhaps more important, is, that holding an examination here would have a very bad effect on the general education of the country. Unless it were insisted as a preliminary qualification that the candidates should have previously passed the University examinations (which would partly remove the objection), we should have at once a number of schools started specially for preparing candidates for the Civil Service examination, and naturally the teachers would devote themselves entirely to the subjects required for that examination, and would pay no attention at all to general education. Now the effect would be that the candidates would cram up the subjects requisite for the examination, and probably very successfully, for all who have been engaged in teaching in India know that the Native student has a wonderful aptitude for cramming when he has the chance. This would be intensified very greatly, and would, I believe, do a vast deal of harm to the general education of the country. After all, it is only a very small number of the youth you would thus educate, who could get Civil Service appointments; and the number who would be wrongly educated, as I hold they would be, would be very large, and would, I believe, form a decidedly discontented element of the population. They would have been educated with a particular object; most of them would fail in attaining that object, and would remain a far more dangerous

Sir *Charles Turner*—contd.

element than, as we are told so often, the present educated Native is.

Mr. *Stokes.*

924. Would there be any great objection to abolishing *viva voce* examination altogether?—I believe so. I do not really know to what extent it is employed in the Civil Service examination, but I believe that in any examination of the kind it ought to be employed, because I think you learn far more of the student's real ability from a well conducted oral examination than from papers.

Sir *Charles Turner.*

925. Would you make any change in the present limit of age for admission to the Covenanted Civil Service examination in London?—That would a good deal depend on whether the service is to remain very much as it is at present. If it is, I doubt whether there is any use in making alterations; but if it is to be modified in a way that I think it should be modified, it would be absolutely necessary to make an alteration.

926. In what way do you think the service should be modified?—I think it should be reduced in number, and that the examination should be of such a kind as to ensure certain qualities which are not necessarily ensured at present, qualities that are not developed at the age at which the candidates now go up for the examinations, but qualities which are especially conducive to administrative ability. So far as mere examination can apply any satisfactory test of the possession of such qualities, it can do so only when the test is applied to men of more mature age.

927. If you have a restricted service would you raise the limit of age?—Yes.

928. To what point?—Probably about twenty-five or twenty-six.

929. Do Natives labour under any disadvantages owing to the present limit of age?—I think they do. Unless they are sent to England as mere boys, and study there, I do not think that they can reach the necessary stage in education by the age of nineteen. In the great majority of cases, the students who resort to our colleges cannot. In the first place they are very much handicapped by having to study everything in English.

Sir *Charles Turner*—contd.

930. Do they make up the ground rapidly after the age of nineteen?—I believe they do.

931. We were told by a Director of Public Instruction that he considered that what would properly be called University training only commenced after the F. A. Is that your opinion?—Yes. I certainly look upon the work of the first two years very much as advanced school training.

932. Would you alter the subjects of examination in any way?—Not so far as I know.

933. Would you give Arabic and Sanskrit the same marks as Latin and Greek?—I think they should have a very fair place. I would not like to say the same marks.

934. Do many of your pupils study Latin?—None.

The Hon'ble Mr. *Quinton.*

935. Do many study Sanskrit?—A considerable number in each class do, and the number is increasing every year.

Sir *Charles Turner.*

936. What do they usually take up as their optional language?—Most of them take up their own vernacular. There are advantages in taking up Sanskrit, they get higher marks for it in the examination.

The Hon'ble Mr. *Quinton.*

937. Do you mean that higher marks are given for less knowledge?—No, I mean that the maximum of marks obtainable is higher.

Mr. *Stokes.*

938. How long has Sanskrit been taught in your college?—For more than ten years.

939. Have any of your pupils ever distinguished themselves as Sanskrit scholars after leaving college?—I cannot say.

Sir *Charles Turner.*

940. Do you think that if we do have an examination in India, the successful candidates should be required to go to England for training?—Certainly.

941. You say you would restrict the number of appointments now reserved for the Civil Service. What would you do with the posts withdrawn from that service?—I think the best plan would be to throw them into the Uncovenanted Service.

942. How would you recruit the Uncovenanted Service?—By a combination of examination and selection.

943. How far by selection and how far by examination?—There should be a qualifying examination to be passed before the candidates could offer themselves for selection, and the selection should be made from these qualified men.

944. Would you have any competition for appointments in the Judicial and Executive branches of this service?—I am not myself a great believer in competitive examinations. I would much rather have a merely qualifying examination.

945. Supposing the candidates appeared to be equally qualified, how would you decide between them?—I do not think such a case would be of frequent occurrence, and I should not object to a competitive examination in such a case.

946. Practically, the appointing authority can hardly know all the men who are qualified in the Presidency?—Such men are always ready enough to thrust themselves forward.

947. Do you not think that selection without competition would have the injurious effect of encouraging men of the least modesty to thrust themselves forward?—I do not think so. I am told at present that the system of selection gives very satisfactory results.

948. You have not heard it said that men who have not the privilege of knowing the dispensers of patronage cannot find employment?—I think any person of special ability can always find a means of approaching men in power.

Mr. *Ryland.*

949. Would you recruit the Uncovenanted Service from all classes of Her Majesty's subjects?—That is a question which, I think, will settle itself. In practice I do not think you would get suitable Europeans for the Uncovenanted Service.

Mr. *Ryland*—contd.

950. But a service such as you contemplate, to which are assigned posts taken from the Covenanted Service, would hold out very high prospects, would it not?—My answer is that if you restrict the upper Covenanted Service entirely to Europeans, you ought in fairness to restrict the other service entirely to Natives. But if you are going to admit Natives to the Covenanted Service through the channel of competition in England, I do not think you ought to exclude Europeans by any hard-and-fast rule from the other service.

951. Do you not think that the very reason you give for keeping the upper service select applies with equal force to the lower service?—It is not because I think you will get better servants by restricting it, but because I think that if one service is to be reserved for Europeans, it is only fair to reserve the other for Natives.

952. Are you aware that the Statute expressly declares that all Her Majesty's subjects are admissible?—I am aware of that, but I also know that it is not the case in practice.

Sir *Charles Turner.*

953. Do you think any distinction should be made in the pay of an appointment according as it is held by a Covenanted Civilian, by a Statutory Civilian, or by a member of the Uncovenanted Service?—Yes, certainly.

954. On what principle?—I think the present difference of two-thirds of the Covenanted Civilian's pay is sufficient. The European has a great many expenses to meet by reason of his being away from England, which the Native has not—expenses in connection with remittances home, and many others of the same kind.

955. We have been told that Statutory Civilians newly appointed require fully as much pay to enable them to live respectably in this country as a newly joined European Civilian. Is that your opinion?—It surprises me very much

Sir *Charles Turner*—contd.

to hear it. I certainly would not have thought it from what I know of the way in which they live.

956. If a man has to keep up the appearance and manners of a gentleman, this of course entails a larger expenditure than would be the case if he held an inferior position. What do you think would be a fair salary for a young Native Assistant Collector ?—I should think Rs. 100 or Rs. 200 was hardly sufficient.

957. Your College is a Missionary College ?—Yes.

958. And the Professors in it receive salaries which are very much less than would be paid them in a secular institution ?—Less than would be paid in most secular institutions certainly.

959. In a secular College you would have to pay the price at which you could secure a man of sufficient ability for the post ?—Certainly.

960. And in the public service would you not have to secure your Native talent on the same principle ?—Certainly.

961. Do you think you could secure the best educated Natives for very much less than you could secure the services of well educated Englishmen ?—Not, certainly, for so very much less.

962. What pay do you think a well educated Native holding an official position of some responsibility would accept at the age of thirty ?—It would entirely depend on his prospects thereafter. I have known a teacher on Rs. 100 and 150 throw up his appointment and accept a place in the Revenue service on Rs. 15 or 20, his special reason being that he would get a pension when he retired.

Mr. *Stokes.*

963. The possession of power is also an inducement, is it not?—Yes, I believe it is a considerable one.

964. And the respect it commands ?—I am not so sure about that.

Sir *Charles Turner.*

965. Would a Civil Service largely recruited from Native talent be more economical than an English Service ?—No doubt it would in the case of each individual, but I think you would require a much greater number of officers.

966. Why do you think that ?—Well, the majority of Natives I have met with have not the capacity for getting through business and have not the same energy that Europeans have. They have not the same power of working at high pressure that Europeans have.

967. Have you had much opportunity of working with Natives ?—I have had very good opportunities of judging of their capacity in that respect ; both in the case of my own assistants and in the case of assistants in the offices of my friends.

Mr. *White.*

968. Have you any experience of the work done in public offices ?—Not much.

969. How many hours a day do you suppose they work in a hard-worked office ?—Six or seven hours.

Sir *Charles Turner.*

970. Is there any other point on which you have views to express ?—Yes, about pensions. I do not approve of pensions. I believe they do a great deal of harm by their tendency to draw men into Government service who are better qualified for, and would be very much better off in other employment. I have known a number of cases of men throwing up posts as teachers, for which they were well qualified, for appointments in the service of Government in departments, where they probably did very respectably but by no means brilliantly.

971. Is it not the case that for Natives there is at present very little chance of promotion to the higher ranks of the Educational Department ?—That is quite true.

972. And that a man if he stays in that department has very little opportunity of attaining to posts of high responsibility ?—There are very few such posts to be had in any case, but there are a very fair number of good appointments.

973. In this Presidency about how many educational appointments are

C. Michie Smith, Esq

Sir *Charles Turner*—contd.

there for Natives of which the salary is Rs. 500 a month ?—There must be a good many.

974. How many such appointments are held by Natives in the Missionary Colleges ?—None, but then very few Missionary Colleges give that salary even to a European.

975. How many Natives in the Educational Departments are receiving Rs. 500 a month ?—I have no means of knowing that. I should say there were at least two drawing over that amount. I was simply taking Education as an illustration. There are of course trades and professions in which a Native would do much better than in Government service.

976. You have often been an examiner, and you can probably tell us whether any considerable number of young Natives would be likely to succeed, if they now went up for competition in England ?—Not without they had undergone special training. There are a few, probably a very few, who might do so.

977. How many of the young men who pass the B. A. standard every year would, with the present age-limit, take a good place in the competition ?—As the competition is at present, there are certain subjects which are not required for passing the B. A. standard, but taking into consideration only those subjects which are common to both examinations, I do not believe there are more than two or three who would have any chance.

The Hon'ble Mr. *Quinton*.

978. And if the age were raised, would their chances be improved ?—I should think in that case a considerably larger number would succeed. From the way I have seen them work in the Edinburgh University where I had to do with a good many of them, I should think that by going to England and studying for a couple of years there after taking their B. A. here, a very considerable number would take a good place in the Civil Service competition.

The Hon'ble Mr. *Quinton*—contd.

979. You are a graduate of the Edinburgh University ?—Yes.

980. Were you engaged in tuition there ?—Only in physical science to a very small extent.

981. Do Native students show a peculiar aptitude for physical science ?—So far as mere book-work goes a very few do, but I have not as yet met with any considerable number who showed any aptitude for the experimental part of it. I have found here that many of my best students had no idea of the use of their hands except to hold a pen with.

982. Do a larger proportion of students take up physical science in India than in England ?—The conditions are so very different. In Scotch Universities every student who reads for his degree, has to take up a certain amount of science, whereas here it is an optional course, so that you can hardly compare the two. But I think that in Great Britain you will always get a certain number of students in every branch of experimental science who would be better than any we get here, simply because they have been accustomed to use their hands and eyes from their youth upwards.

Sir *Charles Turner*.

983. Is there any other point on which you would wish to give evidence ?—No.

WITNESS XIII—2nd February 1887.

Examination of M. R. Ry. P. CHENTSAL RAO PANTULU, Superintendent of Stationery.

Sir *Charles Turner.*

984. You were formerly a Sheristadar of the Board of Revenue and are now holding the appointment of Superintendent of Stamps and Stationery here?—Yes.

985. When did you enter the Government service?—In 1851, I was first appointed a clerk of the Civil Court on Rs. 10. I was then in my eighteenth year. I held that appointment for two years and was then transferred to the Revenue department as a clerk in the office of the Sub-Collector of Nellore. I held that appointment for three years and then became a Tahsildar. My salary as a Tahsildar varied from Rs. 40 to Rs. 80. I was for three years a Tahsildar and was next appointed a Sub-Collector's Sheristadar on Rs. 175. I was then appointed Deputy Collector in the Inam Commission, and afterwards Deputy Collector in charge of Salt in Madras, and for a short time was in charge of a treasury. Whilst in charge of salt, I drew Rs. 600 a month. In 1879 I became Head Sheristadar in the Board of Revenue.

986. After how many years' service did you attain to the Head Sheristadarship?—After twenty years' service.

987. And then what was your pay?—Rs. 1,000, and my present pay is the same.

988. What is the prevailing feeling in this Presidency regarding the existing Statutory system?—That the system is not satisfactory. There is an idea that the persons appointed are not the best men for the service.

989. Are the objections against the rules or against the Statute or against both?—So far as I am aware, they are against the rules and not against the Statute.

990. You say the best men have not been obtained under the present system. Are they better than the average men in the Uncovenanted Service?—I do not think they are.

Sir *Charles Turner*—contd.

991. Was not a gentleman who had been for some time in the Uncovenanted Service recently appointed to the Statutory Service in this Presidency?—Yes.

992. Was his appointment favorably regarded?—I think it was considered better than the other appointments.

993. Have not two or three appointments been made of gentlemen who were in the Uncovenanted Service?—Yes, but they had only held very subordinate positions.

994. Do you consider that these appointments were objectionable because the men were not taken from the higher ranks of the Uncovenanted Service?—Yes.

995. Would you recruit for the Statutory Service by competition?—No.

996. Would you confine the nominations to men of proved merit and ability in the higher grades of the Uncovenanted Service?—Yes.

997. Will you kindly state your views?—There is no doubt that the interests of British administration in India, and the welfare of the country itself, require that most of the high appointments should, for a long time to come, be filled up by Europeans, and that for this purpose a European agency with superior qualifications should be provided. This being so, the best way is to state the fact and say: "We want Europeans to fill most of the high appointments, but we will not debar you Natives from occupying some of the high positions if you qualify yourselves for them." This is likely to satisfy the aspirations of Natives much better than any offer to

Sir *Charles Turner*—contd.

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M. R. Ry. *P. Chentsal Rao Pantulu.*

treat Europeans and Natives alike, imposing at the same time what may be regarded as impossible conditions. I suppose what the Government wish to do is practically what I have said, and the question to be solved is—What is the best way of selecting Natives for some of the high appointments which it is the wish of Government to give them ?

Both the plans already tried are unsatisfactory. With our present caste prejudices, the ignorance of the landed aristocracy, and the poverty of the middle classes, it will be long before we can go and compete freely in the Civil Service examinations in England, and thus avail ourselves of the offer of Government to treat us and Europeans alike. Even if there are any who are willing to go and who do go and pass, they are, in consequence of the loss of their caste, looked upon as worse than foreigners, and the arrangement can give no satisfaction to the people. The other plan of Statutory appointments has also not given satisfaction, since the appointments have fallen to persons of whose fitness we have no guarantee.

The only plan which has to be tried, and which can, I believe, be tried with success, is to appoint persons in the Uncovenanted Service of known character and tried ability, and persons who have distinguished themselves at the Bar, to some of the posts now held by the members of the Covenanted Service. This is, in fact, what the Statute intended to effect, but the plan was given up, apparently because it clashed with the interests of the Covenanted Civilians already in the service. A man's character and ability cannot be said to have been tried unless he has been for some length of time in the service to which he belongs, and such a man cannot begin at the bottom of the service, while to place him over the heads of others already in the superior service is really a hardship, if not a breach of promise. This difficulty, however, can, I think be easily removed, and removed with advantage. I would fix the number of Europeans required for the civil administration in each Province, but would not fix the appointments which they should occupy. The number of Europeans required may vary from time to time, but it must be open to the Government to appoint any one to any appointment, provided he has the requisite mental and moral qualifications. In order to secure well qualified Europeans, I would guarantee each European member selected a certain rate of pay varying according to his length of service, if the appointment he holds does not carry a salary equal to the amount guaranteed. When this is done, all appointments should be thrown open to Natives as well as Europeans. Under this arrangement, while the Government have the required European agency, and the means of taking care of the interests of the State, they can give full scope to the aspirations of deserving Natives and secure the services of Native gentlemen of intellect, loyalty, and integrity without imposing on them any impossible conditions. Natives will see that Government are in earnest in their intentions, and there will be nothing which a Native cannot hope for under the British rule, if he is duly qualified, subject, of course, to the limitation of numbers. As an objection to this plan, it may be urged that the system would enhance the cost of the administration unduly ; but I think that the objection can be met by reducing the number of Europeans employed in the service, and this, I think, the Government can well afford to do.

As regards the qualifications required in a Native for filling the higher appointments now occupied by members of the Covenanted Service, I am of opinion that, though educational qualifications are of very great importance, they cannot be altogether relied upon, at any rate in India. Character is of far greater importance. I would therefore give the appointments only to Natives of proved character and ability, *i. e.*, to such as have distinguished themselves in the Uncovenanted Service or at the Bar. The objection to this plan is that Government may not exercise their choice properly, but I do not think that Government will commit errors frequently, or that the failures will be more numerous than under other systems of nomination or examination. If practical experience is not a sufficient test for gauging one's

Sir *Charles Turner*—contd.

character and capacity, I am at a loss to know what better standard exists. In the matter of promotion, Government must judge between the conflicting claims of different men, and transfer to the Covenanted Service would be regarded as promotion.

As regards the present Uncovenanted Service, I would divide it into two branches—the upper and the lower. The qualifications required for each branch would be different, and it is essential for good administration that the upper branch should consist of superior men. Even in regard to these appointments, regard must be had to character. I would therefore make the candidates for the upper service undergo a superior examination, and to the marks they obtain in the examination, I would add a certain fixed number of marks, not exceeding one-tenth of the aggregate number of marks assigned for the intellectual test, to men certified by a specially appointed Board as being men belonging to good families, who have rendered loyal and faithful services to Government, or such as have, in their respective walks of life, secured the esteem and good will of the community to which they belong. The total number of marks thus obtained by each successful candidate should be arranged in the order of the numbers, and the required number of men for each year selected in the order of merit disclosed by the total number of marks earned by each. In other words, there should be a competitive examination for the upper branch of the Uncovenanted Service with the additional device I propose for securing men of good birth; and when men in the upper service distinguished themselves, they would be eligible for the higher appointments now occupied by the Covenanted Service. For the lower branch, I would simply have a test examination to exclude men who are stupid, and all those who pass successfully might be declared eligible for appointments. If they should wish to get into the upper service, they would have to pass the requisite examination.

The advantages of the plan I propose are:—

Sir *Charles Turner*—contd.

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(1) Every Native of ability and good character in the upper branch of the Uncovenanted Service, or who is eminent at the Bar, could hope to rise to any appointment in the service.

(2) Government would have a sufficient number of Europeans for its purposes.

(3) European members would have no valid grounds of complaint.

(4) The upper branch of the Uncovenanted Service would become more elevated in tone.

If the above plan is carried out, it is a question for consideration whether the present system of competitive examination in England, so far as the admission of Natives is concerned, need be altered; and if so, whether additional facilities in regard to age, &c., need be given to enable Natives to compete at the examinations in England. I would not give any additional facilities, but would keep the existing system as a slight means of encouraging Natives to go to England, and this cannot cause any serious inconveniences, at any rate for the present.

The pension and leave rules for those members of the Uncovenanted Service who get appointments now held by the Covenanted Civilians, are matters of detail, on which I need not give any opinion at present.

The question of pay allowable to Natives and Europeans does not arise under my plan. The salaries of appointments may be fixed with reference to the requirements of Natives, and this can be of no consequence to Europeans, as they will get their personal allowance when the pay of the offices held by them happens to be low.

998. Do you think that men of family and influence would join the Uncovenanted Service in the lower grades?—If you refer to the sons of Zemindars and the like, so far as I know there are none here who are qualified to enter the service.

Sir *Charles Turner*—contd.

999. Is it not desirable to encourage such men by education to fit themselves for employment in the public service?—It is.

1000. Do you think you would get men in the positions of sons of Rajas and large Zemindars to enter the Uncovenanted Service?—I do not see why they should not if they could begin in the grade of Deputy Collector. It would not be necessary under my scheme that they should begin at the bottom of the service. I have never heard anything against the men of that class who have accepted appointments.

Mr. *Stewart.*

1001. Under your scheme Government would have the absolute power of nominating a European to any appointment?—Yes.

1002. But suppose he proved himself unfit for anything higher than a Munsifship, would you keep him as a Munsif and give him a graded rate of pay?—Possibly. It is certainly much better that he should remain there and draw Rs. 2,000 than that he should occupy a higher post for which he is less competent on the same pay.

1003. You say that a Native who has been to England is looked upon as worse than a foreigner. Is that your personal experience?—I mean from a social point of view. He is not admitted into our houses; we do not associate with him. We do not intermarry. He is not looked upon as a Native, and he comes here prejudiced against Natives. One of these gentlemen, contrary to the wishes of his relatives, positively declined to be re-admitted into caste.

Mr. *Stokes.*

1004. We have heard in other Provinces that this caste feeling, though it exists to some extent, is gradually dying out?—The fact is that in other Provinces caste prejudices are much less strong than they are here.

Mr. *Ramaswami Mudaliyar.*

1005. Your observations have reference to Brahmans more especially?—Yes.

Mr. *Ramaswami Mudaliyar*—contd.

1006. Have there not been instances in this Presidency of Brahmans who went to England being re-admitted to caste on their return?—I think there have been instances amongst the Sudras of persons who went away for a short time accompanied by their servants, and who now mix with their caste on an equal footing. Among the Sudras, the prejudice is not so strong. I do not know what the case would have been if the men had been absent for four or six years.

Mr. *Stewart.*

1007. You seem to imply by the phrase "worse than a foreigner" that all foreigners are looked upon as bad?—I mean socially.

1008. Would there be any objection felt by the people of Madras to having a Bengali as Collector here?—We should not much like it.

The Hon'ble Mr. *Quinton.*

1009. Would you prefer him to a European?—Certainly not.

Mr. *Stewart.*

1010. You do not, I see, lay much stress on the importance of an educational test?—I attach great importance to education, but much greater importance to character.

1011. What do you think is the minimum educational qualification which should be required of Native candidates for appointment to the higher posts in the Statutory Service?—The B. A. standard.

1012. Where would you draw the line between the higher and lower Uncovenanted posts?—All appointments above Rs. 100 should be considered higher posts.

1013. Do you think that by giving one-tenth of the aggregate number of marks to men of high family, you would give them a better chance than they have now?—I wish to give them advantages over the others. I attach the greatest importance to education, because we have ample means of testing character in the lower service.

Mr. *Stewart*—continued.

1014. Do you think it likely that if ten candidates went in for the competitive examination, as many as five would be men of high family?—No, I simply wish to recognize the principle that some consideration ought to be shown to high birth.

1015. Would it not cause great discontent amongst people who might be rejected, because they were not of high birth? A man of high birth with the marks you propose for that qualification might just succeed by a few marks over another?—It might give occasion for some discontent.

Mr. *Stokes.*

1016. You do not regard it as an essential part of your scheme?—No.

Mr. *Ramaswami Mudaliyar.*

1017. How would you define high birth?—That would be entirely left to the discretion of the Board of Examiners. I have already indicated the class of men whose sons should be considered men of high birth.

1018. Would it not sometimes be difficult to decide who had the esteem and good will of the community?—I do not think it would be very difficult in practice. The opinion of the majority of the Board would be the opinion of the public.

Mr. *Stokes.*

1019. Would you have a competitive examination for the Uncovenanted Service?—Yes.

Sir *Charles Turner.*

1020. In case your scheme is not accepted, would you raise the present age-limit for examination in England?—Yes, I would raise it to twenty-three.

1021. And you would raise it for both classes of candidates?—Yes.

1022. Would you have an examination here as well as in England?—Yes.

1023. Would you freely admit Natives and Europeans to competition in both countries?—Yes, but the practical effect would be that Natives would appear in India and Europeans in England.

Sir *Charles Turner*—contd.

1024. The practical objection to an examination in India you consider to be that more Natives would get into the service, and that the number of Europeans would be thereby reduced?—I think so. The only possible remedy for that would be to fix the proportion of Natives who should be admitted every year, although such a course would be inconsistent with the principle of a competitive examination.

1025. Would you encourage the successful candidates in the Indian examination to go to England for special training?—Yes.

1026. You would not compel them to go?—No.

1027. Are there many educated men who think as you do that the sooner the prejudice against going to England is overcome the better?—Yes.

1028. Is there any substantial number of men amongst those who entertain that prejudice who would be likely to attain to the higher places in the public service?—No.

1029. Are not caste rules less rigidly enforced now than was the case formerly?—Yes.

1030. Amongst Brahmans, in private life, are not caste rules less rigidly observed than they were formerly?—They are.

The Hon'ble Mr. *Quinton.*

1031. Do you not think that the Government would be exposed to a charge of partiality, if it should rule that no Natives of this country should be permitted to appear at the competition in England?—No, because the Natives would have an equal chance of getting appointments if the Indian competition were restricted to them.

Mr. *Stewart.*

1032. Where were you educated?—In the Mission School at Madras and in Nellore.

1033. Was your father in the public service?—He was.

1034. Then you had already had an official training when you entered the service?—My father died when I

Mr. *Stewart*—continued.

was quite young, but my grandfather who was a Tahsildar, died when I was fifteen.

Mr. *White.*

1035. Is it not your experience that the training undergone in the Uncovenanted Service, is a most valuable help to a man after he has risen to be the head of an office or department ?—I certainly think it is.

1036. He is enabled to check the work of his subordinates, and in many other respects is more efficient ?—Yes, I think so.

Sir *Charles Turner.*

1037. You have been a good deal in the mufasal districts of the Presidency, have you not ?—Yes, especially in the northern districts.

1038. Is the Native judiciary fairly efficient ?—I think it is. Persons employed in that department are as a rule much better public servants than those in the Revenue department.

1039. How is that?—I think it is due to the care taken by the High Court in making selections.

1040. How do the Native Magistracy perform their duties ?—There are frequent complaints against the third grade Magistracy, Sheristadars and Deputy Tahsildars.

1041. How about the Tahsildars ?—I do not think that as a rule they are very efficient Magistrates.

1042. Has a Tahsildar in Madras a great deal more work to do than can be efficiently performed by one man ?—Yes, especially now that the range of their duties has become very extended. Now-a-days there is scarcely a Tahsildar who has visited all the villages in his Taluk, whereas formerly we used to visit each village in the Taluk every year.

1043. Do you think the Tahsildars can possibly do all the Revenue work that is thrown upon them, and do their Magisterial work satisfactorily at the same time ?—Not at all.

1044. Is it desirable to strengthen the Revenue administration of the country by the appointment of a certain number of extra Tahsildars or by the appointment of a certain number of Magistrates ?—I think it would be a blessing if the Magisterial work were taken out of the Tahsildar's hands, because it would deprive him of his influence in the Taluk, and it would leave him sufficient time for his revenue work.

Sir *Charles Turner*—contd.

1045. Why would you reduce his influence in the Taluk ?—As a class I have no great respect for the Tahsildars. I do not think they make the best use of their powers.

The Hon'ble Mr. *Quinton.*

1046. When you were Tahsildar, had you to perform Magisterial duties ?—I had some small Magisterial powers.

1047. Had you many cases to dispose of every month ?—Yes.

Sir *Charles Turner.*

1048. Is it not the case that at the present time the larger portion of the Magisterial work of the country is performed by Natives ?—Yes, very much the larger portion.

The Hon'ble Mr. *Quinton.*

1049. In Native Magistrates you include Deputy Collectors ?—Yes.

Mr. *Stewart.*

1050. Do you think a Native Tahsildar could do his work properly if he were divested of the influence he at present enjoys ?—I do not see why he should not.

1051. For instance in the case of a famine occurring in the tahsil ?—I do not think his Magisterial powers are any help to him in such cases. A Tahsildar at present is dreaded by the people, because he is in a position to oppress them, and, owing to his having Magisterial powers, nobody dares to complain against him; whereas, if he had not those powers, people would readily appeal against him to the Collector, or would refuse to put up with his tyranny.

1052. Do Tahsildars as a rule use their Magisterial powers in order to suppress complaints ?—I do not say that they actually use them for that purpose. What I mean is that the effect of their possessing them is such as I have said.

Mr. *Stewart*—continued.

1053. Is the case the same with Assistant Magistrates?—No, they are altogether in a different position.

The Hon'ble Mr. *Quinton.*

1054. You say people are afraid to complain?—Yes, lest they may suffer for it.

1055. How?—I mean the Tahsildar may be prejudiced against them in case they are brought before him on a criminal charge.

Sir *Charles Turner.*

1056. You do not consider the Tahsildar class so well educated as the Munsif class?—No.

1057. Has education had anything to do with the improvement that has taken place in the Munsif class?—A great deal.

The Hon'ble Mr. *Quinton.*

1058. When you were a Tahsildar did you find that the criminal powers you exercised really increased your influence as a Tahsildar?—Yes.

1059. Would your influence as a Revenue officer have suffered, had these powers been withdrawn?—No.

1060. Would you have had an equal grasp of your tahsil without these powers?—Yes. I do not mean to say that if I had been disposed to make money, my opportunities of doing so would not have been lessened.

Mr. *Ryland.*

1061. So you think that the withdrawal of these powers would diminish the Tahsildar's opportunities for corruption?—Yes, it would.

Sir *Charles Turner.*

1062. Should any distinction be made in the pay of a post according as it is held by a Statutory or Covenanted Civilian?—I would make a distinction between European and Native officers in the same post but not between Natives.

1063. But if the Native has obtained his appointment through the channel of competition in England or has undergone an English training, should he not get the same pay as the European?—I do not think so. He is living in his own country, while the Englishman is in a foreign country.

1064. Do you not think that the education he received in England would necessarily enhance his expenses of living?—Not necessarily.

1065. Do you think there would be a great saving in salaries if the present Covenanted Civil Service were largely reduced?—I think so.

1066. You do not think that the highest Native talent could command as much as the highest English talent?—It ought not to do so.

1067. Are you aware that at the Calcutta Bar some of the Native pleaders and barristers make as much money as the European barristers?—Yes, and sometimes they make much more.

1068. And that they do not think it worth their while to accept a High Court Judgeship?—Yes.

1069. Do you think it is likely that if we were to offer a High Court Judgeship to some of our best Native pleaders on two-thirds of the present pay of a High Court Judge, they would be disposed to accept it?—Some of them might refuse.

1070. Have you ever found a difficulty in getting well educated Europeans to accept subordinate appointments?—It is always difficult, and good men are soon dissatisfied. Inferior Europeans are worse than inferior Natives owing to their expensive habits of life.

1071. That is to say, you can get a better Native than you can a European for a small salary?—Yes.

1072. Would you have some educational test for the lower grade of the Uncovenanted Service?—Yes.

Mr. *White.*

1073. When you spoke of inferior Europeans, did you mean to include Eurasians in your remarks?—No.

Sir *Charles Turner.*

1074. Is there any other point on which you have any suggestions to offer?—No.

WITNESS XIV—2nd February 1887.

Examination of M. R. Ry. P. Rajarathna Mudaliyar Avargal, Sheristadar, Board of Revenue.

Vol. V. Sec. II. Madras.

M R. Ry. *P Rajarathna Mudaliyar Avargal.*

Sir *Charles Turner.*

1075. You are the Sheristadar of the Board of Revenue?—Yes.

1076. In what capacity did you enter the service?—As clerk in the Salt Deputy Collector's office. I remained four or five months in that appointment. I was then twenty-one years of age and getting Rs. 30 a month. I then became second clerk in the same office on Rs. 50, and after that was appointed Sub-Magistrate and Deputy Tahsildar, and subsequently Tahsildar. I was Deputy Tahsildar for about two years, and my age, when I was appointed Tahsildar, was twenty-six. I was a Tahsildar for seven years, and then became Collector's Sheristadar. I was subsequently appointed Deputy Collector, and then Personal Assistant to the Salt-Commissioner. I was three years in that appointment before I was promoted to my present post. My present salary is Rs. 1,000.

1077. What is the prevalent feeling in this Presidency regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—The feeling is one of dissatisfaction; but it is necessarily confined mainly to the educated class, which is, however, rapidly increasing in numbers.

1078. What are the grounds upon which any such feeling is based?—The dissatisfaction is directed both against the Statute and the rules framed thereunder—against the Statute in that it practically leaves the whole question indefinite, and admits persons to specific appointments only and not to membership in the Covenanted Service; against the rules, in that they have not resulted in the appointment of the best men to the service. In this Presidency, with very few exceptions, the selections have not been happy. In the first few years the selections were confined to persons who were supposed to belong to the aristocracy. The year before last, a rigid competitive examination was held, but the men who passed highest were not appointed. Last year both these methods were given up, and the selection was made from amongst the Uncovenanted Service. I have no objection to the definition of the term "Native of India" as given in section 6 of the Statute.

Sir *Charles Turner*—contd.

1079. How is the present Statutory system regarded by members of the Uncovenanted Service?—With disfavor.

1080. Do competitive Civilians, English and Native, and members of the Uncovenanted Service, respectively, deal on a footing of cordiality with Statutory Civilians, or is there any friction between them?—Sufficient time has not elapsed to enable one to form an opinion.

1081. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service?—No.

1082. Has the result of the Statutory system been to secure the services of men of better social position and better family than those who usually accept posts in the Uncovenanted Service?—No.

1083. What system do you propose?—The first thing to do is to fix the number of appointments in the Covenanted Service which should be

Sir *Charles Turner*—contd.

thrown open to Natives, and to declare once for all that all other appointments will be reserved for Covenanted Servants who pass the competitive examination in England. About a hundred appointments in the districts and eighteen in the Presidency town giving a total of one hundred and eighteen appointments are now reserved for Covenanted officers in this Presidency. Twenty-four of these appointments, or about one-fifth of the total number, may be given to Natives. The selection for these appointments should be from the ranks of the Uncovenanted Service, which should be thoroughly remodelled, so that none but those who have graduated at one of the Indian or European Universities, or have passed a successful examination in England, should be admitted into the upper grades of the service carrying a salary of Rs. 200 and upwards. Persons who have been not less than three years in these grades, and who have particularly distinguished themselves by their ability, integrity and force of character, should alone be eligible for appointment to the Statutory Service. The appointment should ordinarily be to the lowest grade (Assistant Collectors), but in exceptional cases, the appointment might be made to any of the higher grades, except those of District Collectors and District Judges. After first appointment, promotion should be regulated in the same manner as in the case of Covenanted officers recruited by competition in England; but no Statutory Civil Servant should be eligible for the post of Collector or District Judge unless he has resided at least two years in England and passed through a course of the Universities or Inns of Court.

The pay of the Statutory servant should, as at present, be two-thirds of that of competitive Civilians. In the matter of leave and pension, no change is required in the existing rules. There should be no restriction as regards age on the matter of appointments to ie Statutory Service; but no Statutoth servant should be retained in service after he has completed the age of fifty-five years. I see no difficulty in adapting the rules to the circumstances of the different Provinces, and all causes of dissatisfaction would be removed, if the rules, which may eventually be approved, are embodied in a Statute, instead of being left to the discretion of the Local Governments and Secretaries of State.

Sir *Charles Turner*—contd.

Now as regards the remodelling of the Uncovenanted Service.—This service, as at present constituted, is in a most unsatisfactory condition. This remark is specially applicable to the Revenue branch of the service, the tone of which is decidedly inferior to that of the Judicial branch, which has during the last ten or fifteen years, that is since the High Court took the power of appointing District Munsifs into their own hands, been recruited chiefly from among persons who have graduated in law and enrolled themselves as vakils of the High Court. Most of the Tahsildars are men who have risen from low beginnings, and who can never be expected to rise superior to their former surroundings. As a body, they are not actuated by that sense of honour which is essential to efficient administration, and which is the distinguishing characteristic of the general body of the Covenanted Service. The only satisfactory remedy for such a state of things is to form an exclusive Uncovenanted Service, similar to the Covenanted Service, and to admit into its ranks none but men who have passed a rigid competitive examination. Candidates for such an examination should as a rule be selected from amongst the graduates of the Indian or English Universities, who are not more than twenty-four years of age, and who are able to produce certificates of physical fitness for hard work and of good moral character. I attach great importance to the competitive examination, as the University examinations, as at present conducted, do not sufficiently test the candidate's general attainments and knowledge. Those who pass the competitive ex-

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Sir *Charles Turner*—contd.

amination should at once be appointed as probationers on Rs. 100, the number of probationers being fixed with reference to the probable number of vacancies in the service. The probation should last for two years, at the end of which the men should be enrolled on the permanent staff on their passing the prescribed departmental tests. For the Revenue branch of the service, which would include the present grades of Tahsildars and Deputy Collectors, the departmental tests should be the same as those fixed for Covenanted officers; and for the Judicial branch, which would include the District Munsifs and Sub-Judges, the test would be either the B. L. examination or that prescribed for first grade pleaders. In exceptional cases, the Local Government might nominate to the service persons of proved merit and ability who had not passed these examinations, but such nominees should never exceed one-tenth of the total number of officers in each branch of the service. As regards the scale of pay, I would make no change for the present in the Judicial branch. For the Revenue branch, I would fix the pay as follows:—— First grade Rs. 800, 2nd grade Rs. 700, third grade Rs 600, fourth grade Rs 400, fifth grade Rs 350, sixth grade Rs 300, seventh grade Rs 250, and eighth Rs 200. The members of this branch should be gazetted officers and should be styled Deputy Collectors. The District Munsifs should, as now, continue to be appointed by the High Court, but they should also be treated as gazetted officers.

The pay should be attached to the office not to the place. The scheme provides for an officer of this class being appointed to each taluk except such as may be in charge of a Covenanted officer, that is, a passed Assistant, a Head Assistant, or Sub-Collector. I would give only one taluk to each of these latter officers, the Sub-Collector, or the Head Assistant, where there is no Sub-Collector, being put in charge of the head-quarter taluk and in charge also of the routine work of the Collector's office.

Sir *Charles Turner*—contd.

He would in fact be a personal assistant to the Collector, supervising the general working of the office and relieving him of a mass of petty routine work which now takes up so much of the Collector's time and prevents him from moving about the district as freely and as often as is desirable, in order to inspect the work of his subordinates. The Deputy Collector would, under this scheme, be the sole Magistrate of the taluk, assisted in special cases by a Sub-Magistrate on Rs. 125 or 150. As regards revenue work, the Deputy Collector would have the same powers as Divisional Officers have at present, but there would be an Assistant (a Tahsildar) for each taluk, who would do all the revenue work now done by Tahsildars. These Revenue Assistants (or Tahsildars) would have no Magisterial powers, but might be empowered to try cases referred to them by the Deputy Collector. With reduced work and reduced responsibility, these lower grade officers, who would be separated from the exclusive Uncovenanted Service above described, need not be paid more than Rs. 100 or 150, the grades being fixed at Rs. 100, 125 and 150 respectively. The Taluk Sheristadars would also have no Magisterial work, and their pay might therefore be reduced to Rs. 50 as proposed in Mr. Garstin's scheme for the revision of revenue establishments. Cases of nuisance, assault and insult arising at taluk head-quarter stations might be tried by Benches of Magistrates presided over by the Revenue Assistant (Tahsildar), or in his absence by the Sheristadar. Whatever objections may be raised to the above scheme there can be no question that its practical effect would be to attract the best talent of the country into a service the "traditions" of which would, in process of time, come to be regarded as being as honourable as those of the Covenanted Civil Service.

Difficulties may be felt at the outset in carrying out so radical a change in the administration. The existing men must be duly provided for or absorbed into the new service, but all

Sir *Charles Turner*—contd.

this will be merely a question of time. The financial effect of the scheme is shown below.

Including Madras, there are at present 155 taluks in the Presidency, with a Tahsildar to each. In twenty of these there are more than one Deputy Tahsildar and Sub-Magistrate, and the number of these officers amounts to forty-four including twelve town Sub-Magistrates. Allowing one taluk for each of the Covenanted officers, Sub-Collectors, Head Assistant Collectors, and Assistant Collectors, 114 Deputy Collectors will be required for the remaining taluks, as shown below* :—

Existing number of taluks including Madras and Bhadra Chalam ...		155
Add Cochin, where there is a Deputy Collector		1
Total ..		156
Deduct taluks which will be in charge of		
(1) Sub-Collectors ...	15	
(2) Head and Special Assistant Collectors, excluding the one on the Nilgiris ...	21	
(3) Passed Assistant Collectors (the number promised by the Secretary of State) ...	6	
	42	
Balance for which Deputy Collectors will be required		114

Allowing for 21 Treasury Deputy Collectors, 135 Deputy Collectors in all will be required, and they may be graded as shown below :—

Grade.	Present. No.	Present. Cost. Rs.	Proposed. No.	Proposed. Cost. Rs.
On Rs. 700	1	700	2	1,400
„ 600	4	2,400	6	3,600
„ 500	8	4,000	10	5,000
„ 400	17	6,800	15	6,000
„ 350	...	...	20	7,000
„ 300	12	3,600	24	7,200
„ 250	8	2,000	28	7,000
„ 200	...	...	30	6,000
Total ...	50	19,500	135	43,200
Temporary Deputy Collectors on an average ...	16	4,000		
Grand total	66	23,500		

*Note.—In 76 taluks there is only one Sub-Magistrate each.

Sir *Charles Turner*—contd.

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The number and pay of the lower subordinates, *viz.*, Tahsildars or Revenue Assistants and Special Sub-Magistrates for Zemindari divisions and large taluks, may be fixed as shown below :—

Present.

Grade.	Tahsildars. No.	Tahsildars. Cost. Rs.	Sub-Magistrates. No.	Sub-Magistrates. Cost. Rs.
On Rs. 250	14	3,500		
„ 225	24	5,400		
„ 200	38	7,600		
„ 175	41	7,175		
„ 150	37	5,550	3	450
„ 120	1	120		
„ 100	...	...	54	5,400
„ 70	...	...	114	7,980
Total ...	155	29,345	171	13,830

Total Tahsildars and Sub-Magistrates 326—	Rs. 43,175

Proposed.

Grade.	No.	Cost.
On Rs. 150	30	4,500
„ 125	80	10,000
„ 100	120	12,000
Total ...	230	26,500

The above number 230 includes—

One Assistant for each taluk, including Madras	155
One Assistant for Cochin ...	1
Three Assistants for the Nilgiris as at present	3
Sub-Magistrates for Zemindari divisions	36
	195
Additional Sub-Magistrates for large taluks (and for some of the more important towns of the districts) ...	35
Total ...	230

Sir *Charles Turner*—contd.

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The Divisional Officers (Deputy Collectors) under this scheme will virtually have the whole of the taluk establishments under their charge; but as the establishments are decidedly weak, they might each have two clerks out of the present staff, one on Rs. 45, and the other on Rs. 20, except in Madras and Cochin, where the present establishments will have to be maintained. The establishment of the Head Assistant Collector, Nilgiris, will also have to be maintained.

The establishment for Deputy Tahsildars will be unnecessary, except in the cases noted opposite:—

Sir *Charles Turner*—contd.

Establishment for—	No.	Cost. Rs.
3 Deputy Tahsildars in Nilgiris	20	262
36 Zemindari divisions ...	230	2,125
35 Extra Sub-Magistrates...	210	1,890
Total ...	460	4,277

The result of the above proposals are shown:—

	No.	Cost. Rs.
Establishment for the Deputy Collector, Madras	28	470
,, Cochin	14	185
Head Assistant Collector, Nilgiris	9	211½
154 Divisional Officers ...	308	10,010
Total ...	359	10,876½

The results of the above proposals are shown below:—

Items.	Existing cost.	Proposed cost.	Increase.	Decrease.
	Rs.	Rs.	Rs.	Rs.
Collectors' establishment	46,476	46,476	...	...
Sub-Collectors	6,388	975	...	5,413
Head Assistant Collectors	3,917½	1,576½	...	2,341
General duties, Deputy Collectors	3,747½	7,935	4,187½	...
Assistant Collectors	1,300	390	...	910
Revenue Inspectors	12,852½	12,852½	...	...
Clerks and servants in Taluk offices ...	48,304	48,304	...	...
Taluk Sheristadars	9,270	7,725	...	1,545
Clerks and servants in Deputy Tahsildars' offices	9,210½	4,277	...	4,933½
Deputy Collectors and Temporary Deputy Collectors	23,500	43,200	19,700	...
Taluk Assistants (Tahsildars) and Sub-Magistrates	43,175	26,500	...	16,675
Total	2,08,141	2,00,211	23,887½	31,817½

The net result will be a saving of Rs. 7,930 a month excluding the pay of the probationers. On the other hand, there will be some increase on account of travelling allowance; but this cannot be much, as each officer will have only one taluk to inspect, and his allowance need not be fixed at the same rate as at present.

One great reform in the administration which has been frequently advocated is the separation of the Magis-

Sir *Charles Turner*—contd.

terial from Revenue functions; but the advocates of this reform generally forget that adequate funds will never be forthcoming for carrying out this desirable change in a manner which will place the separated officers above the reach of temptation. The scheme now submitted is a sort of compromise which provides one highly-paid Magistrate, who is also the supervising officer for each taluk. Many modifications may perhaps be necessary in the detailed working of the scheme; but if the principle put forward is accepted, its practical application need not be a matter of much difficulty.

The Hon'ble Mr. *Quinton.*

1084. You propose that young men should be appointed Tahsildars at once?—No.

1085. Do you not include Tahsildars in your scheme of a close Uncovenanted Service?—I provide for a separate lower grade service of which they would be the head. What I propose is that University graduates should be selected as Deputy Collectors, by competitive examinations of a very searching character—the University examination is not a sufficient test—and those that passed it, should be appointed as probationers. They might be attached to the office of a Native Deputy Collector or a European Deputy Collector, or to the High Court, for two years, during which period they would be required to pass certain departmental tests.

Sir *Charles Turner.*

1086. And as regards your lower service?—The present rules require persons entering even the lowest grades to pass certain tests.

The Hon'ble Mr. *Quinton.*

1087. You would not promote a Tahsildar to a Deputy Collectorship?—I propose that the Local Government shall have power to nominate to the higher service persons of proved merit and ability in the lower service,

The Hon'ble Mr. *Quinton*—contd.

who may have passed the necessary examinations, but that such nominations should never exceed one-tenth of the whole number of appointments.

1088. Would a graduate who might accept the post of Tahsildar be likely to be efficient for the post?—I would appoint him in the lower grade at first.

1089. Do you not think that such slight prospect of promotion as you propose would have a deteriorating effect on the men you would get as Tahsildars?—We should not want men of very great capacity for Tahsildars. I propose to reduce their work and their pay.

1090. In cases of emergency, such as famine and local disturbances, who is the man you would look to, your graduate Deputy Collector or your Tahsildar?—I would put the Deputy Collector in charge of the tahsil and make the present Tahsildar merely a revenue officer subordinate to him.

1091. Which of the two functionaries would come most in contact with the people?—The Deputy Collector would be frequently on circuit, and would be the appellate authority, in all revenue matters, from the Tahsildar.

1092. What sort of appeals would go before him?—Cases of disputed claims to land.

1093. Who would collect the revenue?—The Tahsildar.

1094. Which officer would, by the nature of his duties, be brought most into contact with the people?—The Tahsildar supervises the collection of the revenue, but it is the Deputy Collector who enquires into alleged defalcations.

1095. Does not the Tahsildar make the first enquiry?—Yes.

Sir *Charles Turner.*

1096. Your scheme is a departure altogether from the present system?—Yes.

1097. You would have Deputy Collectors in each taluk?—Yes. My object is to have an altogether higher class of men.

Sir *Charles Turner*—contd.

1098. Why would you take away the Tahsildar's Magisterial powers?—Because the powers of a Magistrate give him so much influence for evil. The effects of this are unfortunately only too patent in this Presidency.

The Hon'ble Mr. *Quinton.*

1099. Do his Magisterial powers give him any influence for good?—Where he is disposed to do good, the Tahsildar has the best opportunity for doing it. He is in fact the governor of the taluk.

1100. But your scheme would lower his status considerably?—Yes. But it supplies an officer in his place.

1101. But after all is not the man who collects the revenue the most influential man in the place?—No.

Sir *Charles Turner.*

1102. In what manner have these Magisterial powers of the Tahsildar been abused?—No one gets redress unless he pays for it.

Mr. *Stewart.*

1103. Do you mean to say that as a rule these Magistrates are venal?—The majority of them are.

The Hon'ble Mr. *Quinton.*

1104. Is that assertion made of your personal knowledge or from hearsay? Have you known any such case of your personal knowledge?—Yes.

1105. Did you bring it to the notice of your superior officers?—No.

1106. Why not?—Such cases are so difficult of proof. Things have improved to some extent within the last few years.

1107. Are complaints less frequent now?—Very few complaints are made at any time. People submit to what they consider the inevitable rather than make a long journey to complain, the chances of proving their complaint being so small. Now-a-days there is some improvement in the selection of men, but unfortunately not to the same extent as in the judicial department.

The Hon'ble Mr. *Quinton*—contd.

Mr. *Stewart.*

1108. Do not the Collectors have regard to the character of the men they appoint as Tahsildars?—So far as they can, they do. Taking the service as it is at present, there are very few men in the revenue branch, of the grade of Tahsildars, who could be called thoroughly honest. The Government finds difficulty in selecting men from that class for Deputy Collectors,

1109. Are the Subordinate Judges distinguished for their honour from the Tahsildars?—Not the Subordinate Judges. The old men have not yet died out, but the Munsifs are decidedly better.

1110. Who are appointed Subordinate Judges?—Generally the Munsifs at the top of the list. I know of only one instance of a pleader being appointed. I speak of Subordinate Judges as compared with Munsifs.

Mr. *Stokes.*

1111. How many Munsifs are there?—About 120.

1112. And how many graduates are there among them?—About 27 or 28, probably more. Among our fifty Deputy Collectors we have six graduates.

Mr. *Ryland*

1113. Could you improve the Tahsildars by a more careful selection?—Yes.

Sir *Charles Turner.*

1114. Is competition of Natives at the examination in England favorably looked upon by large and important classes in India?—No.

1115. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition?—No additional facilities are

required. The fact that Natives passing a competitive examination in England get the same pay as Covenanted Officers should, in my opinion, be sufficient inducement, provided the limit of age be raised to twenty-two years; but so long as the people of this Presidency are tied down by their caste restrictions, the number of men who would venture to go to England and compete for the examination will be very small.

1116. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—Such men may be appointed Deputy Collectors in the scheme proposed by me and then promoted to the Statutory Service if found qualified.

1117. Can you say what number of Natives belonging to your Presidency have presented themselves annually at the competitive examination in England, and what degree of success they attained?—I am aware of only one Native, the late Mr. Ratnavelu-chetty, who went to England and passed the competitive examination there with success.

1118. What class or classes of Natives in your Presidency readily go to England?—A few men of the Baliza or Telugu class and some Brahmans from this Presidency have been to England; but, as a class, all Natives object to going, as they are liable to be excommunicated by their caste-brethren.

1119. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all?—The standards and conditions of the examination in England should be the same for both Native and English candidates.

1120. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters, in any respect

place Native candidates at a disadvantage as compared with English candidates?—The condition as to age is certainly a disadvantage. The age limit should be raised to twenty-two years.

1121. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—I would raise the present limit of age to twenty-two, both for Europeans and Natives, but I do not see why the European candidate, who is examined in his own vernacular chiefly, and in his own native land, should object to a higher limit of age being fixed for Native candidates.

1122. What is the average age at which Natives at the Indian Universities pass the examinations for F. A., B. A. and M. A. respectively?—I have no statistics on the subject, but believe the average age to be eighteen for F. A., and twenty to twenty-two for B. A.; very few have passed the M. A. in this Presidency, but the average age may be taken at twenty-five.

1123. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in this Presidency?—From all classes, but chiefly from the Brahman class.

1124. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—I would have no competitive examination in India. Persons who aspire to enter the Covenanted Service should either go to England and pass the competitive examination there, or be content to enter the Uncovenanted Service under the conditions proposed by me, and undergo a period of training to fit them for promotion to the Statutory Service.

1125. To what extent does the Uncovenanted Service in this Presidency include in its ranks persons eligible on the ground of proved merit and ability for appointment to offices ordinarily reserved for members of the Covenanted Civil Service?—The

M. R. Ry. *P. Rajaratnna Mudaliyar Avargal.*

Sir *Charles Turner*—contd.

Revenue branch of the Uncovenanted Service, as it now exists, contains very few men eligible for promotion to the Covenanted Service. The Educational and Judicial departments might probably supply a comparatively larger number.

1126. If there are such persons in the Uncovenanted Service, could they be appointed to the lowest grade of the Covenanted Service without suffering in pay?—Many of these men would certainly suffer in pay if appointed to the lowest grade of the Covenanted Service, and the appointments would, therefore, not be appreciated.

1127. Do you think they would be willing to forego pay for the sake of the advantages which admission to the Civil Service might afterwards bring?—Much would depend on the difference of pay and prospects of early promotion.

1128. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—Yes. All appointments, except such as may be reserved for Covenanted officers, should be thrown open to all; but there are certain departments in which peculiar qualifications are required, and the question for consideration will be, which of the two classes furnishes the best and, at the same time, the cheapest material.

1129. Is the rate of pay at present granted to Statutory Civilians suitable in the case of persons appointed to Covenanted posts from the professional classes?—I would not appoint persons belonging to the professional classes to the Statutory Service unless they had been three years in the Uncovenanted Service. The pay of Subordinate Judges rises to Rs. 800, and I see no reason why those of the legal profession who aspire to the Covenanted Service should not be required to prove their merit by passing through the higher grades of the judicial branch of the Uncovenanted Service.

Sir *Charles Turner*—contd.

1130. How far is the existing system of education in the higher schools and colleges in India well adapted for training young men to the public service? Can you suggest any improvement?—I have no improvements to suggest, but I would like to see a rule laid down that no one should be allowed to appear for the B. A. degree examination who has not completed his twenty-first year. Education is at present carried on at very high pressure, which injuriously affects the health of the students.

1131. Do we now obtain for Government service Natives of the classes who under Native rule carried on the civil administration of the country?—Yes, but among the numerous graduates who annually pass out of our Colleges, we ought certainly to be able to find a large number of men decidedly superior to the classes who, under Native rule, carried on the civil administration of the country.

1132. How far would any system of appointment which involves a journey to and residence in England, be regarded by the Native community as open to objection on the ground that it requires Hindu candidates to abandon their caste as a condition of entering the Civil Service?—A system which involves a journey to and residence in England would be regarded as a hardship; but there seems to me to be no injustice in prescribing such a condition (which has numerous advantages to recommend it), in the case of the highest executive appointments (the post of District Collector for instance), which require the possession of something more than mere talent or capacity for office work. A Native Collector of a district will be in a somewhat anomalous position, and very few would be found capable of holding their own with their Covenanted brethren. I have, therefore, provided in my scheme that no Statutory Civil Servant should be eligible for promotion to the post of a District Collector or District Judge, who had not resided at least two years in England and attended one of the recognised Universities or Inns of Court.

Sir *Charles Turner*—contd.

1133. Are the Natives who go to England from this Presidency for purposes of education, limited to the wealthier classes?—Very few have gone to England for purposes of education.

1134. Does a voyage to or residence in England involve the loss of social position or other unfavorable consequences in the case of any section of the Native community?—Yes, in the case of nearly all sections of the community.

1135. If the Statutory system is discontinued, do you consider that special provision should be made for the appointment to Covenanted posts of capable members of the professional classes?—I cannot see why any special provision should be made in the case of the members of the professional classes any more than in the case of capable members of the Uncovenanted Service.

1136. Whatever system or systems may be adopted, ought power to be reserved to Government to appoint to Covenanted posts candidates of high family, subject to such antecedent guarantees of fitness as may be considered sufficient in each case?—Yes; such a power has been reserved in the scheme proposed by me, but the power should be restricted by limiting the number of such appointments.

1137. If a thorough knowledge of English were made an essential qualification for appointment to Covenanted posts, would the field of selection in the case of persons already in the Uncovenanted Service, or engaged in the exercise of a profession, be unduly limited thereby?—I do not think so.

1138. If such is likely to be the case, could the difficulty be obviated by requiring proficiency in the English language to be tested by periodical examinations after selection, but during a probationary period?—I would not promote to the Covenanted Service any man who did not possess a very fair knowledge of English.

1139. Would it be desirable to rule that the proportion of persons being Hindus and Mahomedans respectively, who are from time to time or over a series of years appointed to the Covenanted ranks in any Province, should bear a certain relation to the number of the two classes composing the population of the Province concerned?—No. It would be impossible to carry out such a scheme in practice.

Sir *Charles Turner*—contd.

1140. How far should appointments in each Province to Covenanted posts be restricted to Natives of the Province concerned?—In the case of the Statutory Civil Service I do not see why Natives of one Province should be appointed to posts in another. If a sufficient number of Natives are not available in any particular Province, the deficiency should be supplied from the regular Covenanted Service.

1141. How would the following scheme be regarded by the Native community? (1) The Covenanted Civil Service to be reduced to a fixed number of European officers, admission being by competition in England confined to European candidates only. (2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, Natives only being eligible. How would you regard such a scheme?—The scheme put forward by me combines many of the points suggested in the various schemes to which my attention has been called, and ought to satisfy the highest aspirations of the educated classes.

1142. What system, if any, is at present adopted in this Presidency for bringing into the public service persons who, from their position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeship?—I am not aware of any regular system in force in this Presidency. Some few men have recently been appointed to the grade of Deputy Collector in consideration of their special merit or high social position. In my scheme, I have provided for probationers in the Uncovenanted Service beginning with a salary of Rs. 100. At the end of two years' probation, and on their passing the requisite test, they would be enrolled in the permanent estab-

Sir *Charles Turner*—contd.

lishment and be appointed either Deputy Collectors or District Munsifs. I would also provide some such scheme for the upper subordinate branch of the Public Works Department.

1143. To what sections of Native society do the persons belong who accept under existing conditions appointments in the Subordinate Executive and Subordinate Judicial Services, respectively?—To all sections, but Brahmans necessarily predominate, as they are generally more intelligent and take to study as their chief source of livelihood.

1144. Do Natives who have been to England for purposes of study on their return to India willingly accept such appointments?—Very few Natives from this Province have been to England for study. Two are now practising as Barristers in the High Court. One came out as a Civil Servant, but has since died.

1145. How far are the professional classes represented in the Subordinate Executive and Subordinate Judicial Services, respectively, in your Province?—Many have of late years been employed in the Judicial Service.

1146. Do members of the professional classes in your Province readily accept employment in those services?—Yes, the Bar is now over-crowded almost everywhere, and the majority of the pleaders and vakils would readily accept any Government appointment which would give them Rs. 200 a month to begin with, with prospects of promotion and pension.

1147. Whatever system or systems may at present be adopted for the purpose of regulating appointments to the Subordinate Executive and Subordinate Judicial Services, respectively, are any class or classes of persons expressly or practically excluded from such appointments?—No classes are excluded.

Mr. *Ryland.*

1148. Is it the case that certain classes of Uncovenanted appointments are practically reserved for Natives of pure descent owing to the fact that

Mr. *Ryland*—continued.

conditions are imposed which have resulted in shutting out Eurasians and other Statutory Natives of mixed descent?—I am not aware of such conditions.

Sir *Charles Turner.*

1149. What has been the effect on the efficiency of the Subordinate Executive and Subordinate Judicial Services in this Presidency of the orders of the Government of India, dated 18th April 1879, which debar, unless with the previous sanction of the Governor-General in Council, (1) the appointment of any person, not being a Native of India within the Statutory meaning, to an office carrying a salary of Rs. 200 a month or upwards; and (2) the promotion to such an office of persons, not being Statutory Natives, who entered the department concerned after the 1st January 1879?—The efficiency of the Subordinate Service has in no way been affected.

1150. Is it, in your opinion, necessary that there should be a proportion of Europeans either in the Subordinate Executive Service or in the Subordinate Judicial Service, or in both of those services?—No.

1151. How do European members of the Subordinate Executive and Subordinate Judicial Services, respectively, work with Native members of those services?—The relationship is cordial, and there is nothing to complain of.

1152. Has experience shown that Europeans serving in such capacities become dissatisfied with their position and with the general conditions as to pay, promotion and retiring annuity under which they hold their appointments, and that their efficiency as public servants is consequently impaired?—Not that I am aware of.

1153. Are you in favor of laying down a rule that high educational capacity should be regarded as an essential qualification for appointment to the Subordinate Executive and to the Subordinate Judicial Services, as defined for the purposes of these questions?—Yes, most decidedly.

Sir *Charles Turner*—contd.

1154. Were you educated at a University?—I was educated at the Presidency College.

1155. Have you found that the presence in the service of persons who have taken high degrees has led to the service being more efficient?—Yes; it is the test of education which has made the Judicial service what it is. Formerly Munsifs were promoted from subordinate appointments in the District Courts.

1156. Has not the introduction into the service of educated men in subordinate posts not only had the effect of making men more efficient, but also of making them more useful to the heads of offices in the way of drafting work of a more important kind?—Yes.

1157. And these heads of offices have been relieved of a very large quantity of the work they used to do with their own hands?—In matters of detail no doubt that has been the case.

Sir *Charles Turner*—contd.

1158. Do you not think that having regard to the improved efficiency of the Subordinate Service there might be a reduction made in the higher posts whose duties should be limited to supervision and control?—Yes.

1159. Can you tell us what is the average area of a Tahsildar's charge in this Presidency?—From 500 to 1,200 square miles.

The Hon'ble Mr. *Quinton.*

1160. How much revenue does he collect?—From 1½ to 4 lakhs.

Sir *Charles Turner.*

1161. Is there any other point on which you have any evidence to offer?—No.

WITNESS XV—2nd February 1887.

Examination of Dr. Muhiuddin Sherif, Khan Bahadur, Honorary Surgeon, Triplicane Dispensary.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

Dr. *Muhiuddin Sherif.*

1162. You are, I believe, Honorary Surgeon in Charge of the Triplicane Dispensary, and a Fellow of the Madras University?—Yes.

1163. You are also a Municipal Commissioner of the city of Madras?—Yes.

1164. When did you enter the service?—In 1848. Before I commence my answers I beg to say that I and my friends convened a meeting of educated Mahomedans here at which we considered the questions before the Commission, and my answers will convey the sentiments of that meeting, as well as my own.

1165. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The system of appointments is not generally appreciated by the Mahomedan community, because it does not ensure the selection of the best men from amongst them. As far as the Mahomedan community of this Presidency is concerned, I can say that after this service was constituted, none of the best of our educated lads were appointed. In other words, the prevailing opinion is, that selection goes rather by favoritism than by the rules.

1166. Are the defects of the existing system susceptible of remedy—(*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—I do not think that either the Statute or the rules framed under it require any amendment. They are quite suited to our present wants. All that is necessary is a due and proper observance of the rules, which, it is said, have not been strictly adhered to in selecting candidates for appointments to the Statutory Civil Service. I therefore think that in selecting candidates for appointments to this service, primary importance should be attached to qualifications, and in case of equality of qualifications, preference should be given to birth and social position. Further, I would say that persons who distinguished themselves in the Uncovenanted branch should also be appointed to this service.

Sir *Charles Turner*—contd.

1167. If the provisions of the Statute 33 Vic., cap. 3, sec. 6, are not repealed, nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—No, I would allow the provisions of the Statute to remain as they are at present.

1168. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—No.

1169. You would not alter the Statute?—No.

1170. Would you exclude the subjects of Native States from the definition of Natives of India?—Yes.

1171. Why?—Because we want sufficient appointments for our own people.

Mr. *Stewart.*

1172. Are there many of your community now who would be fit for appointment as Statutory Civilians?—I

Mr. *Stewart*—continued.

know five or six, I mean that they are graduates.

1173. Do they belong to high families?—They belong to the middle class.

1174. Would they accept appointments in the Uncovenanted Service?—They already belong to that service.

Sir *Charles Turner.*

1175. We have had before us a Mahomedan gentleman belonging to the Statutory Service, and we formed a high opinion of him.—I have formed a very high opinion of him also, and although he is not a graduate, he is a person of great ability. We have no complaint against him personally.

1176. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Servicee?—No.

1177. Should any, and, if any, what change be made in that system?—No change is necessary.

1178. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—Yes, they do labour under certain disadvantages. The present limit of age (nineteen), and the heavy expenses involved in a voyage to England prevent them from competing at the Covenanted Civil Service examination.

1179. By what changes may those disadvantages be minimised or removed, *e. g.* (*a*) by the establishment of scholarships and allowance of passage-money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—These disadvantages may be removed or minimised by—(*a*) Raising the age of candidates from nineteen to twenty-three; (*b*) establishing special scholarships, and granting passage money; (*c*) adding Persian, Hindustani and Arabic to the list of optional languages, and equalising the number of marks obtainable for these languages with those of Greek and Latin.

1180. If an examination is held in India, (1) should it be identical with that held in England; (2) should it

Sir *Charles Turner*—contd.

be held at one or more centres in India; should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an appointment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several Administrations, respectively, or between the members of the principal religious sects?—I am quite against holding a competitive examination in India, for, in the present circumstances of several of the classes of the Indian community, it is not only unnecessary to hold it in this country, but it might also prove injurious to some of them if it be held here either simultaneously with, or in addition to, that in England. The facilities suggested in my answer to the former question in respect to this examination in England are sufficient, and will attract more Indian youths than before.

1181. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—No.

1182. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—Yes, I should think so, because I believe that no candidate is admitted to the open competition in England unless he first satisfies the authorities in India as to his moral character. With regard to his capacity, we need not entertain any doubt, because the fact of his success is in itself a guarantee for his qualifications.

1183. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—Only from Natives of India, as it is desirable that they should be allowed a larger share in this service. I may be permitted to say here that in the distribution of appointments in this branch of

Sir *Charles Turner*—contd.

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Dr. *Muhiud-din Sherif.*

the service, due consideration should be shown to members of the different nationalities constituting the entire population of India, to prevent the undue preponderance of one element over the other. It is very important, on political grounds, that in the matter of employment, each community should have a proper share of the loaves and fishes, and a proper proportion should therefore be established between employès of different sections. At present every branch of this service is virtually and practically monopolized by one or two classes of the Indian community, and this is extremely objectionable, inasmuch as it is calculated to produce (and in fact it has already and really produced) considerable dissatisfaction in the land. To prevent such an inequality in the number of employès belonging to different classes in this country, it would be well should some rules be laid down by which the authorities may be guided, care being taken at the same time to bring to the front members of such of the communities as have not been properly represented.

1184. Should the recruitment be by competition, or by nomination, or by both systems combined; and, if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—Both by competition and nomination.

1185. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—Preference should invariably be given to local candidates in recruiting this service, and no outsiders should be allowed to be admitted.

1186. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I am against the abolition of the Statutory Civil Service.

Mr. *Ryland.*

1187. What class do you say monopolize the appointments?—Brahmans in this part of the country and Babus in Bengal.

Mr. *Ryland*—continued.

1188. Is it not on account of their superior qualifications?—I think Mahomedans have a greater claim on Government, they having ruled the country in former times.

Sir *Charles Turner.*

1189. Are not Mahomedans in this part of the country looked upon rather as foreign invaders?—Yes. But the Brahmans and Babus were never sovereigns at any time.

1190. In the south of Hyderabad Mahomedans bear a very small proportion to the Hindus, do they not?—Yes; but the number has increased very largely of late years.

1191. There are two classes of Mahomedans in the south of India, the Moplas of the coast, who are largely engaged in trade, and the Mahomedans of the cities and towns, descendants of the old ruling families and warrior class. Are the latter more backward than the former class?—As regards trade they are no doubt.

1192. But they are more highly cultivated from a Native point of view?—Yes.

1193. Are they learning English more freely than they did?—They are.

1194. How many Mahomedans altogether have taken degrees in this University?—I do not exactly know, but I should say more than ten had.

1195. Do you think the number will increase?—Yes.

1196. Have you or your co-religionists ever discovered any reluctance on the part of Government or of the High Court to give employment to qualified Mahomedans?—No. The Government has been more liberal of late.

1197. Has not the difficulty been to find Mahomedans capable of filling offices?—To some extent. In some departments, Government has been more willing to employ them than in others.

1198. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—Yes.

Sir *Charles Turner*—contd.

1199. If such distinction should be made, on what principle should it be regulated?—I would propose for the members of the Statutory and Uncovenanted Services, who have been nominated to posts reserved for Covenanted Civilians, two-thirds of the amount paid to the latter, which, I believe, is the case at present; but no distinction should be made in cases of those who have been to England, and return as Civil Servants after a competitive examination there.

1200. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground?—If any distinction is to be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches, it should be only in favor of Europeans, and under very urgent and special circumstances.

Sir *Charles Turner*—contd.

1201. Are the privileges in regard to pay, promotion, and retiring annuity and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory Rules?—There should be no difference between the privileges in regard to pay, promotion, retiring annuity, &c., of the European Covenanted Civil Servants and those of the Native gentlemen, who hold the same rank after a competitive examination in England. I do not, however, object to any change in the above privileges if it is necessary to make them more suitable either to the Native or European members of the Statutory and Uncovenanted Services.

1202. Is there any other point on which you desire to give evidence?—No.

WITNESS XVI—2nd February 1887.

Examination of Munshi AHMAD MUHIUDDIN, Khán Báhádur, Secretary to the Anjaman-i-Islamia of Madras.

The Hon'ble Mr. *Quinton.*

Vol. V. Sec. II. Madras.

Munshi *Ahmad Muhiuddin.*

1203. You are the Secretary to the Anjaman-i-Islamia of Madras?—I am.

1204. Have you been in Government service?—I was Secretary to the Prince of Arcot for some time. I am proprietor of the *Muslim Herald*, the Mahomedan organ of this Province, the circulation of which is 500. It is a tri-weekly paper.

1205. Of what class does your Anjuman consist?—Of Mahomedans. There are upwards of two-hundred members belonging to different sects of that community.

1206. Do you attend to give your own personal opinions or the opinions of your society?—Both.

1207. Were these questions considered at a meeting of the Anjaman?—Yes.

1208. How many members were present on that occasion?—Fifteen or sixteen of the Executive Committee.

1209. What is the general opinion amongst Natives of your community as regards the present Statutory system?—Looking to the diversity of opinion in India on every subject, it is difficult to say what is the universal opinion on this question, but speaking generally, I should say the system is not approved by the intelligent and influential classes.

1210. What are the grounds of disapprobation?—One is that the Statutory Civilian is in an inferior position compared with the Covenanted Civilian; another is that the pay, promotion and retiring annuity are not what they should be; and a third objection is that the selections hitherto made have not been satisfactory. It appears also that no members of the Eurasian and Anglo-Indian section of the community have been appointed to that branch of the public service.

The Hon'ble Mr. *Quinton*—contd.

1211. Are the defects of the existing system susceptible of remedy?—Yes, (1) by amending the rules so as to reform the system of pay, promotion and retiring annuity, (2) by adhering to the principle of selecting candidates only for proved merit and ability, (3) by throwing open to members of this service a larger field of appointments than is at present open to them, and distributing them among members of influential families, distinguished members of the Uncovenanted Service, and members of the legal profession.

1212. How would you prove merit and ability?—Partly by probation, partly by an educational test, and partly by previous service.

1213. Would you advise any alteration in the Statute?—Yes, by amending the definition of "Natives of India" so as to make it include subjects of Native States, provided that such Native States offer employment to British-born subjects.

1214. If the service is retained, would you require the selected candidates to proceed to England for training or merely encourage them to go?—They should be encouraged to go by offering them passage money and scholarships.

1215. Is any dissatisfaction felt with the existing system of recruiting the Covenanted Service?—Yes, so far as Natives are concerned.

1216. What changes would you recommend?—I would raise the age limit. The general opinion appears to be that it should be raised to twenty-three, but, at least in some special cases and for some years to come, my

The Hon'ble Mr. *Quinton*—contd.

own opinion is that it should be raised to twenty-five.

1217. What special cases?—In the cases of Mahomedans and Sikhs, those being the classes who are most backward in education.

1218. Would you give them any other facilities?—Yes, by the establishment of scholarships and giving them allowances of passage money, and by adding the Oriental classical languages to the subjects of examination in place of those of Europe, except such of the latter as are essentially necessary.

1219. Are you aware that Oriental classical languages are included in the subjects of examination at present?—No.

1220. Have you any other suggestion to make?—Yes, the standard of marks for certain subjects might be modified to a certain extent to suit the Native candidates, especially in subjects that are foreign and naturally more difficult for them.

1221. Do you know anything about the present system of marking?—No.

1222. Would you hold an examination in India?—Our society do not share the general opinion that such an examination is desirable. They think that a man who has passed in England is more highly cultured than a man who has merely passed in India would be likely to be. Then again, if scholarships and allowances of passage money are to be given, it would be unnecessary to hold an examination in India.

1223. If you give scholarships and passage money to young men wishing to go to England and compete, would you first of all test their chances of being able to pass the examination?—Yes, they should undergo a preliminary examination in India. We also advocate that Statutory Civilians of proved merit and sound experience should be admitted to the Covenanted Service without being required to undergo an examination, provided they have undergone a training in England for a certain specified period at their own expense.

The Hon'ble Mr. *Quinton*—contd.

1224. Are the young men obtained under the present system the best as regards character and capacity that could be obtained under any system?—So far as we know, they are. There have been only two here, one was a Hindu gentlemen, who has since died, and the other is a Eurasian who is doing creditably. We also think that controlling appointments should be in the hands of Englishmen having regard to the conflicting interests of the different classes of Natives here.

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Munshi *Ahmad Muhiuddin.*

1225. Would the society recruit for the Uncovenanted Service from all natural-born subjects of Her Majesty or from Natives of India only?—The society think that Natives of India should be preferred for this purpose, and they also think that domiciled Europeans ought not to be considered as Natives of India, so long as they retain privileges which are not enjoyed by Natives of India generally.

1226. Should the recruitment for this service be by nomination, or by competition, or by both systems combined?—By both combined as at present, or a little more weight being in future given to educational qualifications.

1227. Should the recruitment be provincial?—Preference should be given to the residents of the Province.

1228. If the Statutory Service is abolished, what would you do with the posts at present reserved for that service?—If the Statutory Service is not retained, they should be given to the Uncovenanted Service.

1229. Would you make any distinction in the pay of appointments accordingly as they are held by a Native or a European officer?—I would have one scale of pay for all, but in the case of Europeans a graded extra allowance might be given as some compensation for service in a foreign climate.

1230. Would you not make the same allowance to a Native Civilian who has entered the service by competition in England?—No.

1231. Should any distinction be made in the furlough rules?—If a distinction is necessary, it should

The Hon'ble Mr. *Quinton*—contd.

Munshi *Ahmad Muhiuddin.*

be regulated by the nationality of the officer, or the purpose for which he might require it. For instance a Native desirous of proceeding to England might claim longer furlough than he would be entitled to otherwise.

1232. Are the privileges with regard to pay, promotion and retiring annuity and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under the Statutory Rules?—I think so.

1233. Is there any other point on which you desire to give evidence?—Yes, I have a few suggestions to offer. To protect the interests of the different classes of Her Majesty's subjects in India, it is most essential that strict regard be paid to reasonable equality in the number of candidates, from each section, to be selected for the Statutory or Covenanted Civil Service.

That the monopoly of any particular class or section of the community be still more strictly placed under check, more especially in the Uncovenanted Civil Service branch, in which the grievance has assumed a most formidable aspect, and to which I would give the name of the "Uncovenanted Civil Service Corps." And that stringent rules be framed directing the heads of departments to make a fair distribution of the appointments in their hands, among the qualified candidates of different sections of Her Majesty's subjects, and to see them treated alike in matters of promotion, &c.

In some quarters it is a belief, I am told, that candidates belonging to the section or sections who have grievances of this description, are not available. To this I would venture to say that in the generality of cases that belief of the heads of departments must be either a misconception, or that they were led to believe so by their interested ministerial subordinates who might not be willing to give place to others than their own fraternity in their respective departments. I make this statement from my own experience. Under instructions from the Anjaman-i-Islamia, I circulated a notice last year asking the educated Mahomedans to send in their names with the particulars of their qualifications for public service; some of them responded to the call, and I am in possession of a number of names of Mahomedans who have passed in the tests qualifying them for different appointments up to that of a Deputy Collector. These facts I advertised in my paper the "Muslim Herald" several times offering to give the names of candidates of different qualifications if required by any departmental head, but to my utter disappointment not a single requisition has been to this date made by anybody.

The last suggestion, which I am especially asked by the Anjaman-i-Islamia to make, is more an appeal on behalf of the backward classes. These unfortunate fellow-creatures of ours, who not only include the Musulmans but also sections of the Hindu community, such as Rajputs, Marathas, Sikhs, &c., deserve some special consideration from the State, not for all, but for some reasonable extent of time. These so-called backward classes were the most forward at one time, and their backwardness is not for want of any intellectual capacity in them. To tell the truth, they were rather late in accepting the inevitable, hence their backwardness. They were chiefly the ruling classes of India, and from their hands the country passed directly into the hands of the British nation. After the transition they unfortunately thought little of the future, naturally leaning upon their ancestral properties, jagirs, and allowances, which after some time dwindled away, and then they prepared themselves for the inevitable; but it was too late. The other classes whose path to public employments was open even in the pre-English time kept on steadily and attained to power. Now to ask the so-called backward classes to compete equally with those who are already in power is uncharitable and even cruel.

The Hon'ble Mr. *Quinton*—contd.

The concession craved for, the Anjaman thinks, might be made, at least in the case of those members of the present generation of the backward classes, who on account of age or other causes are unable to go through the prescribed courses of examinations.

Their qualifications may be determined by some other means subject to the approval of the heads of departments under whom employments are to be sought for.

The Hon'ble Mr. *Quinton*—contd.

This is the only way by which the amelioration of the condition of a good number of them could be effected.

It would not be out of place to mention here that taking as a whole the state and circumstances of the peoples of India, to employ mere theories and systems in their treatment, would not benefit them as much as is to be desired. Systems combined with practicability, and, in some cases, practicability alone, would suit their case.

WITNESS XVII—2nd February 1887.

Examination of MIRZA GHULAM ZAIN-UL-ABUDDIN, Interpreter of the High Court, Madras.

The Hon'ble Mr. *Quinton.*

1234. You are Interpreter on the Original Side of the High Court?—Yes.

1235. And a voluntary witness?—Yes.

1236. On what points do you particularly wish to give evidence?—On the general scope of the Commission's inquiry.

1237. Is the present system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—It is not altogether disapproved, but to some extent it is. The general opinion is that the Statutory appointments should be made from the Uncovenanted Civil Service.

1238. Should any change be made in the Statute itself; in the definition of Natives of India for instance?—No.

1239. You would retain the Statute for the purpose of promoting men from the Uncovenanted Service?—Yes.

1240. Would it be necessary to send the selected candidates to England?—Yes, for at least one year's training.

1241. Would you appoint them at the bottom of the list?—Yes, if they were graduates.

1242. And then you would require them to go to England for training?—Yes.

1243. Is any dissatisfaction felt with the present system of recruitment for the Covenanted Civil Service?—It is generally approved.

1244. Have you any alteration to suggest?—Yes. I would raise the age limit to twenty-three in the case of Natives, out of regard for the fact that they have to pass in a land and in a language which is foreign to them; and I would add Persian to the present subjects of examination and would raise the marks now allotted to Arabic, Persian and Hindustani to the same standard as those allotted to Latin and Greek.

The Hon'ble Mr. *Quinton*—contd.

1245. For what object is Arabic generally taught?—For religious purposes.

1246. Would you have simultaneous examinations in England and India?—No, having regard to the difficulties connected with the transmission of the papers. We have had several instances of examination papers having been tampered with, and there are also technicalities which would make it undesirable to hold an examination here. Another objection is that in case the examination is held here, the candidate will not be so eligible for appointment unless he undergoes a training in England.

1247. Do you think that a candidate who has passed in India would be less qualified than a candidate who has passed in England?—Undoubtedly.

1248. Could not this inferiority be got rid of by sending him to England after he has passed the examination?—Certainly.

1249. Would you recruit for the Uncovenanted Service from all classes of Her Majesty's subjects?—Yes, from all classes of Her Majesty's subjects.

1250. Would you recruit by nomination, competition, or by both combined? I would adhere to the present rules.

1251. For both the executive and judicial branches?—Yes.

1252. Would you recruit provincially?—I would give a preference to residents of the Province.

1253. What would you do with the posts now reserved for the Statutory Service, supposing that service is abolished?—I would give them to members of the Uncovenanted Service of proved merit and ability.

The Hon'ble Mr. *Quinton*—contd.

1254. Have you any suggestion to make as regards pay and furlough ?—The pay of the Statutory Civilians should be as it is now, that is two-thirds of the pay of the Covenanted officer of equal rank.

1255. Would you make any distinction between the pay of a Covenanted post accordingly as it was held by a Native or a European officer ?—The Native officer should get two-thirds of the pay of the European, having regard to the fact that he is serving in his own country ; but all members of the Uncovenanted Service of whatever nationality should draw the same pay. And as regards furlough, I think the European officer ought to have more favorable rules than the Native, unless the latter desires to spend his furlough in Europe.

The Hon'ble Mr. *Quinton*—contd.

1256. Are the privileges in regard to promotion and retiring annuity and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under Statutory Rules ?—The present system of promotion requires no amendment, and as regards retiring annuity, I would retain the present rules in force for Statutory Civilians.

1257. Is there any other point on which you desire to give evidence ?—No.

WITNESS XVIII—2nd February 1887.

Examination of Mir MAZHAR ALI, Delegate of the Anjaman-i-Islamia of Salem.

The Hon'ble Mr. *Quinton.*

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Mir *Mazhar Ali.*

1258. You are a delegate of the Anjaman-i-Islamia of Salem ?—I am.

1259. Who are the members of your Association ?—It consists of almost the whole Mahomedan community of the town of Salem, and aggregates about fifty members, all Sunis. I am the Secretary to the Association. The opinions I am about to express are those of my society. The questions were discussed at a general meeting of about forty members of the society. The meeting was unanimous.

1260. Will you be good enough to favor the Commission with the views of the association which you represent ?—Yes, in regard to the *Statutory Civil Service* the system is approved and considered quite sufficient to meet the requirements of the present time. There are no grounds of dissatisfaction. There are certain defects in the present system which admit of remedy. The provisions of the Statutes may be left undisturbed, but the rules require amendment. The proportion of Statutory Civil Servants to the number of Civilians is very small, it being one to every six Civilians selected in England. It might be raised to one-half. One half of the number to be selected here should be men from the Uncovenanted Service, men whose integrity and ability had been established beyond all doubt. These should be appointed on the recommendation of the Local Governments. The other half should be selected by competitive examination to be held every year in Calcutta, which ought to be the only centre. No candidate should be admitted without some proof of his respectable parentage having been adduced. The selection should be by order of merit.

The Hon'ble Mr. *Quinton*—contd.

The selected candidates should not be posted to the Presidency they belong to, and before being posted, they should be trained in riding, shooting, boating and field sports for a period of six months. No Statutory Civil Servants should be promoted to the grade of Head Assistant Collector unless he has been employed for three years as Assistant Collector. The candidates promoted from the Uncovenanted Service should not be liable to these conditions, except the last one. It should be optional with the candidates to go to England or not. If they go to England and remain there under training, they should afterwards enjoy the same privileges as those who enter the Civil Service by competition in England.

The Covenanted Civil Service.—The introduction of Statutory Civil Service system has removed all dissatisfaction with the system of recruiting the Covenanted Civil Service. No change is necessary. The Natives certainly labour under some disadvantages. These are stated below. They may be minimized as follows :—

(*a*) By the establishment of scholarships and payment of passage-money both for going to and returning from England, even if the candidate fails.

(*b*) The limit of age certainly requires alteration. This is the more necessary in the case of Mahomedans. It has been admitted by the Education Commission that Mahomedan boys do not begin learning the English alphabet until they are ten or twelve years old, having remained till then in the vernacular schools learning the Koran and other religious books. No Mahomedan parent will deviate from

this practice. Under such circumstances the student will not be able to finish his studies, or in other words to take a degree before the twenty-fourth year of his age. Therefore the limit of age should be altered to twenty-five as a special case for Mahomedans. Moreover, it is very injudicious that enormous powers should be entrusted to young men of twenty-one or twenty-two who are without any experience.

(*c*) By adding some more Indian vernaculars instead of European languages and by assigning the same marks for Persian, Arabic and Sanskrit as for Greek and Latin.

(*d*) The examination should not be held in India, because (1) if held in India, there will be no difference between the Covenanted Civil Service and the Statutory Civil Service; (2) caste feelings will never wear away from the mind unless the candidate goes to England where his ideas will be anglicised; (3) Indian students may have a mere theoretical knowledge, but they will be sadly wanting in manly exercises; (4) Hindus, so far as this Presidency is concerned, are not likely to deal well with a situation of danger or emergency. Whether a Hindu would display presence of mind, sufficient courage and physical stamina to put down a serious riot as a Magistrate of superior class, is a question which cannot be answered without much hesitation; (5) if the examination is held in India, the successful candidates will be wanting in that wider knowledge and experience which can only be gained by foreign travel. For these reasons the examination should never be held in India. It is on this understanding that the increase in the proportion of Statutory Civil Servants is here recommended.

The mind of the candidate could never be fully developed and his knowledge could never be properly perfected unless he travels in foreign countries and studies the manners and customs of foreign people. So it is better that the candidate should go to England and remain under training there. Since the organization of the system only one Native of this Presidency has entered the Civil Service by the door of the open competition in England. He was no doubt the best as regards character and capacity who could possibly have been obtained under any system.

The Uncovenanted Service.—The appointments in the Uncovenanted Service should as a rule be given to Natives of India only, except in the case of offices requiring special qualifications. The recruitment should be by competition to be followed by certain training. Candidates of respectable parentage should alone be admitted and selected. This system would apply to appointments carrying a salary of Rs. 300 and upwards. Below Rs. 300 the recruitment may be by nomination. As far as possible the recruitment should be made from among residents of the Province concerned; non-residents being selected only where it was unavoidable.

The Statutory Service should not be abolished.

Pay and Furlough Rules.—When a post reserved for the Covenanted Civil Service is held by a member of the Uncovenanted or Statutory Service, the salary should be reduced by one-third. The journey to England is no doubt full of perils, and therefore those who join the Civil Service by the English competition should have some corresponding advantages. The members of the Statutory and Uncovenanted Services should be allowed half the amount of leave which is granted to Covenanted officers.

The Statutory Civil Servants should not be promoted to Collectorships or District Judgeships. They might be given two-thirds of the pay and half the annuity allowed to Covenanted Civilians. This suggestion is based on the ground that a distinction should be maintained between the two branches of the service, and that it is desirable to encourage Natives to go to England and to enter the Civil Service by the door of the competition held there.

1261. Why would you not allow Statutory Civilians to become District Judges or Collectors?—Because they

The Hon'ble Mr. *Quinton*—contd.

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will never be altogether free from prejudices which the European officers do not possess.

Mir *Mazhar Ali.*

1262. Is there any other point on which you have evidence to give?—I wish to say that having been eighteen years in Government service as Deputy Inspector of Vaccination, I have formed the opinion that although the Mahomedan community are still backward as regards education, they have made progress to an extent which is highly creditable to them. It has been said that Mahomedans are men of the sword and not of the pen, but I beg to say that should the occasion present itself, they will be found equally ready with sword and pen. As members of the ruling class, they had once the means of supporting themselves and educating their children, but their property having since dwindled away, they are left without the means of doing either. Within the last fifteen or twenty years they have begun to pay more attention to English studies, and what progress they have made is highly creditable to them, and I do not think it will require another decade to see them on a level with communities which are at present more advanced. It is true that Government does push them on, but the drawback lies in the fact that none but the highest appointments are in the hands of Government, and as regards the others they happen to be in the gift of men who are led away by the representations of their ministerial officers who seek such offices for themselves and their co-religionists.

WITNESS XIX—3rd February 1887.

Examination of J. H. GARSTIN, Esq., C.S.I., of the Covenanted Civil Service; Member of the Board Revenue, Madras.

Sir *Charles Turner.*

1263. You belong to the Covenanted Service?—Yes.

1264. Will you kindly state your services and the appointments you have held?—I entered the service in 1857. I was appointed Assistant and Head Assistant Collector in Tinnevelly, Head Assistant and Sub-Collector in Malabar, then Private Secretary to His Excellency the Governor of Madras, then Collector of South Arcot, Secretary to Government, Collector of Vizagapatam, and Member of the Board of Revenue. In that capacity, in 1883, I conducted a special inquiry into the revision of Revenue establishments.

1265. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—I do not think it is generally approved.

1266. What are the grounds of disapprobation?—This, in my opinion, results from the powers of selection conferred by the Statute 33 Vic., cap. 3, section 6, not having been exercised to the best advantage in this Presidency. I consider, moreover, that the intention of the Statute has been misunderstood. I think that it was intended that Statutory Civilians should be selected from among those Natives of India who had displayed marked merit and ability in the service of Government, but this, except in one instance, has not been done in the Madras Presidency.

1267. Are the defects of the existing system susceptible of remedy—(*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions; or should those provisions be repealed? If the provisions of the Statute 33 Vic. cap. 3, sec. 6, are not repealed nor substantially amended so as to take away the power conferred on the Local Adminstrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—I consider that the defects of the existing system can best be remedied by repealing the section above quoted and passing a fresh enactment dealing more comprehensively with the recruitment of the Civil Service.

Sir *Charles Turner*—contd.

1268. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—If the Statutory Service is retained, I think the selected candidates should be required to proceed to England for training if they are young men beginning their public career, but not if they are men in the prime of life who have been selected from the Uncovenanted Civil Service on account of long and meritorious service.

1269. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I think dissatisfaction is felt, among the educated classes of Natives, with the existing system of recruitment for the Covenanted Civil Service, because few of them are in a position to undertake the expense of two or three years' residence in England when accompanied by the risk of failure to pass competitive examination in London.

1270. Should any, and, if any, what change be made in that system?—I think some changes might be effected in the system with advantage. In the first place, I think a certain proportion of the appointments to be competed for

Sir *Charles Turner*—contd.

should be competed for in India and the rest in London. Next, I would have the examinations modified so that it should be compulsory upon all candidates to pass the same examination—that is, to pass in the same subjects. Then, I would limit the right to compete to those selected nominees of the Secretary of State and his Council in London, or of the Local Governments in India, who had been approved as being of respectable birth and antecedents and of good constitution and physique.

1271. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—I think the Natives of India do labour under some disadvantages in competing for employment in the Covenanted Civil Service. First, as I have already said, they have to run the risk of going to England for two or three years at considerable expense, and, if they fail to pass, all to no purpose. Secondly, I think they are at a decided disadvantage in competing, because they have not the same means of obtaining a classical education in India as young Englishmen have in England.

1272. By what changes may those disadvantages be minimised or removed, *e.g.*—(*a*) by the establishment of scholarships and allowance of passage-money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneous examinations in England and in India?—These disadvantages would be minimised by the alterations of system I have advocated, and by holding the competitive examinations simultaneously in England and India, and substituting Sanskrit and perhaps Arabic or Persian for Greek and Latin in the examinations held in India, giving the same marks for them as for Greek and Latin.

1273. If an examination is held in India, should it be identical with that held in England?—If an examination is held in India I consider that it

Sir *Charles Turner*—contd.

should be identical with that held in England, subject to the alterations suggested in the answer to the preceding question.

1274. Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations?—I think the examination should, if possible, be provincial, but I have been told that there are great difficulties in the way of carrying out the *viva voce* part of the examination provincially. I therefore think that that portion of the examination should be conducted at one centre.

1275. Would you apportion the appointments to the two examinations? If such an apportionment is made, on what principle is it to be regulated?—The proportion of appointments in the Civil Service at present intended to be reserved for Natives is, I believe, one in six. If that proportion is maintained, then the apportionment of appointments for competition should be regulated accordingly for each Presidency or Province.

1276. Should there be an apportionment between the residents in the territories of the several Administrations, respectively, or between the members of the principal religious sects?—The apportionment should be between the residents in the territories of the several Administrations, without distinction of color or creed, provided only that they are British subjects and are nominated as fit persons to compete.

1277. Do you propose that all the vacancies of the year should be filled from a general list, or from two or more lists?—I propose that five-sixths of the appointments should be competed for in England, and one-sixth in India. I would admit Natives to the competition in England and all natural-born British subjects to the competition in India.

1278. You would prefer examinations in each Province?—Yes, for the printed questions, but there are diffi-

culties about the *viva voce* examination. A European might present himself at any centre, and so might a Native. I would put all on the same footing, each should require nomination by Government.

1279. Why would you require nomination by the Secretary of State for admission to the competition in England?—Because there are certain objections to admitting everybody to the open competition.

1280. Are the present precautions to secure good physique sufficient?—As a rule perhaps they are, though I have known some cases where they have not been so. I cannot say that this has caused practical inconvenience.

1281. Why do you suggest that respectable birth should be insisted on?—It is objectionable in this country that men who are not gentlemen should hold high official positions. Natives are much influenced by such considerations.

1282. Would it be possible to assign more than one-sixth of the appointments for competition in India?—I think so, though whether it would be expedient to do so is a different matter.

1283. Do you think the number of appointments in the Civil Service now reserved for Englishmen could be reduced?—Possibly, but I am not prepared to say to what extent. My scheme contemplates an increase in the number of reserved appointments in the highest grade of the Civil Service.

1284. How many European officers recruited in England are necessary to man the twenty-two Collectorates?—I would have all the Collectors recruited in England. My scheme is as follows:—I would make European and Native Civilians commence as third grade Assistants on Rs. 500. The first step should be to appointments on Rs. 600, Rs. 700 and Rs. 800. This grade should include all Subordinate Judges, and all Head or Second Assistants, and to these appointments I would post Europeans and Natives indifferently. Thus all would acquire judicial and revenue experience. From the Rs. 800 grade the service should bifurcate in two directions. For one branch the salaries should rise by steps of Rs. 1,200 as Sub-Collectors, Rs. 1,800 as District Criminal Judges, and Rs. 2,333 as Collectors and Magistrates. These appointments should be filled exclusively by European officers. In the other branch the salaries would increase by smaller increments, *viz.*, Rs. 1,000, Rs. 1,200, Rs. 1,400 and Rs. 1,600. The highest paid of these would be the District Civil Judge. Into this branch I would divert all Native Civilians recruited in India, and some of the English Civilians recruited in England. If the proportions of five-sixths English and one-sixth of Native Civilians were retained, and if the appointments in each branch of the service were equally numerous, there would be about two English civilians to one Native civilian in the Civil Judicial branch. The object of my scheme is to obviate the invidiousness of altering the pay of an appointment according as to whether it was held by a European or a Native. It is expedient that any civilian to be appointed to the High Court should have had varied judicial and revenue experience.

1285. You are aware that District Judges at present not only perform judicial work, but are also to a certain extent administrative officers?—I am aware of that.

1286. And that the appointment and dismissal of ministerial officers in the subordinate Courts are subject to the supervision of the District Judge?—I believe they are.

1287. Also that it is the duty of the District Judge to report to the High Court upon the conduct of the Munsifs and Sub-Divisional Judges?—Yes.

1288. And that he has power to suspend them?—I was not aware of that.

1289. Looking at the functions of a District Judge, do you consider it desirable that the whole of the appointments of District Judges should be taken from the Covenanted Service?—Certainly not.

Mr. *Ramaswami Mudaliyar.*

1290. Your higher Civil Service would include Revenue and Judicial

Mr. *Ramaswami Mudaliyar*—contd.

Courts?—Yes. It would include the higher grades of Deputy Collector who would be classified as Third Assistants. I would include Presidency Magistrates and Small Cause Court Judges. Excluding Marine, Mint, Survey, Jails and Police, and all appointments requiring experts to fill them, all the higher Civil appointments alluded to should be filled by members of the Civil Service.

1291. If your scheme is adopted, do you not think Natives would be worse off than at present?—No, I do not think so.

1292. All Subordinate Judges are now Natives?—I believe so.

Sir *Charles Turner.*

1293. One-sixth of the appointments are now given to the Statutory Service. You would throw those in with the other places not at present reserved?—Yes, into the list of reserved appointments.

1294. In addition to that you would throw open the whole of the lower grades?—Yes.

Mr. *Ramaswami Mudaliyar.*

1295. We have one-sixth of the Covenanted and the whole of the Uncovenanted posts already, have we not?—Yes, but I do not think that is right.

1296 Of the one-sixth many posts are filled by Natives now. You would take away what is practically in our hands, and give us a proportion only?—I would maintain the proportion as at present, but my scheme contemplates an increase in the number of appointments, there would be actually a larger number of appointments available for you.

1297. At our cost you would give us one-sixth or some such proportion?—Yes, but I have said that the proportion might possibly be increased.

1298. Would you give us one-half?—No, I think one-third would be sufficient.

1299. That does not better our position. Now there are fourteen Subordinate Judges, of whom thirteen are Natives, is it not so?—Yes, but I think that is a great mistake. None of the European Civil Servants have now any training ground for acquiring judicial experience. That ought to be remedied.

Mr. *Ramaswami Mudaliyar*—contd.

1300. You would give us one-third?—I think that if one-third of the appointments were eventually given, it would give the Natives a very fair share in the administration.

1301. That is, one-third of the appointments to be competed for in England and India?—Yes, I object to the overlapping of pay, that is, I do not think any Uncovenanted officer should have a higher salary than a Covenanted officer. Let there be a higher service of reserved appointments, and let the power of promotion to the higher service from the lower service be reserved in the hands of Government as the reward for meritorious public services.

1302. Fixing the age at twenty-three or twenty-four you practically exclude all those whose minds mature after that, and who do good service for the Government?—Yes, my scheme is intended to exclude them. All people are on an equal footing as regards competition for entrance, and those who fail to enter the higher service have to be content with the lower.

1303. I simply want to know if you would allow some provision for promotion afterwards?—Yes. I would give some power to Government, but it should be used exceptionally.

1304. All our Subordinate Judges are now drawn from the Munsifs as a rule?—I believe it is so.

1305. And they have given satisfaction to the country?—I dare say they have, but I am not able to speak from experience.

1306. Their work includes original and appellate jurisdiction. Would you entrust that work to young men just after passing an examination?—I would to a certain extent. I would curtail their jurisdiction, if necessary.

1307. But the existing jurisdiction works very well?—Very possibly. If you are content to let that be, I am content to do so also.

1308. Would you entrust these powers to young men who have merely passed a competitive examination?—No.

Mr. *Ramaswami Mudaliyar*—contd.

They would have to be trained for a year or so. What their jurisdiction should be would be a matter for consideration by the Government. I do not propose that they should have the same jurisdiction as an experienced Munsif. I am simply trying to suggest a scheme to meet the case under consideration.

1309. Do you not think Munsifs would deteriorate if the hope of promotion were taken away?—No. I think you would get men of quite the same *calibre* as your Tahsildars.

1310. As the law now stands, there is no race disqualification at all?—There is an executive order which prevents a European being appointed to any post carrying Rs. 200 or upwards per month, without special sanction. There is no law to prevent it, but the result is practically the same.

1311. As far as the law is concerned, there is no race disqualification?—Not that I am aware of.

1312. But according to your scheme there would be?—I think that, as a matter of political expediency, the appointments I have specified should be filled only by men recruited in England.

1313. You say that whether he is a Native or an Englishman, if he is recruited in England, he may be appointed to those posts?—I should still be inclined to say that it is a race question and a question of high policy, and as laid down by the Duke of Argyll, the maintenance of our power in India must, in the interests of India itself, be kept in view as paramount to all other considerations, and to that end we must keep the higher executive appointments in the hands of Englishmen.

1314. Yet in 1833 the law said that no man should by reason of his birth, &c., be disqualified?—My scheme keeps them apart.

1315. And disqualifies them from being District Magistrates?—Well, you may use the word if you like.

1316. I suppose the thing is the same?—I prefer to say the appointments are reserved.

1317. Still in 1857, at the time of the mutiny, they did not alter the words of the Statute?—Not that I am aware of.

Mr. *Ramaswami Mudaliyar*—contd.

1318. Has that Statute acted prejudicially so far as the British Government here is concerned?—Not that I am aware of.

1319. The Statute has not been given practical effect to?—Very possibly.

1320. And has it worked any hardship?—I do not know that it has. I suggested my scheme in order to get over the difficulty of distinguishing the pay of an appointment according as the incumbent may be a European or a Native. The question of race is a political matter.

1321. Your scheme is to have Circuit Judges for doing the criminal work?—I have not thought out the details. The present jurisdiction of Civil and Sessions Judges may have to be altered.

Mr. *White*.

1322. You would not exclude Eurasians and domiciled Europeans from these higher appointments?—No, I do not think I would, but it would probably be very rare to find one in the Covenanted Service unless he passed the examination in England.

The Hon'ble Mr. *Quinton*.

1323. At present the proportion of posts reserved for Covenanted Civilians is one-sixth. You propose to substitute competition in India for the same proportion, or even a greater proportion?—Yes.

1324. As to the examination, you said it should be identical with the English one. What is the object of that if you fix a proportion of appointments to be competed for in India or in England?—The object is to get Natives of as nearly the same mental training as the men you would get from England. Of course, at an examination one man may get 3,000 marks and another 10,000, and both pass, as occurred the other day at Woolwich, there would then be a vast difference between the two.

1325. You propose to have competition open to all India?—I would have competition of nominees chosen by the Local Governments, and I think it

The Hon'ble Mr. *Quinton*—contd.

would be necessary to have the examination held at one central place.

1326. And the men who pass should be appointed in order of merit, irrespectively of the Province from which they come?—That seems at first sight to be the fairest plan.

1327. Do you think any Province would be backward in the race?—Yes, Bengal would probably be foremost.

1328. Would you then abolish the present arrangement of appointing men here by the Local Government?—Not altogether. I think the difficulty would be best met by allotting a certain number of appointments to be competed for by competition from each Province. There would still be one general competition, and the highest on the list from each Province would get the appointments allotted to it, provided they reached a certain minimum standard.

1329. Do not you think that the discontent and outcry about passing over men would be ten times greater than now?—I believe there would be discontent with any scheme, but I believe you would in this way have a better chance of getting the best men. I would abolish the present system and substitute competition limited to nominees of Government. I think that would be better than the Statutory arrangement.

1330. Could not you attain the same object under the Statute? Do you get the best men now?—I do not think you do, but by competition among a large number of nominees you would probably do so. It might possibly happen that none of the candidates from a Province passed the examination, it might then be necessary to send there men from another Province who had passed. I was at one time in favor of provincial examinations, but I was afterwards told that there were difficulties in connection with the *viva voce* part of the examination which could only be got over by having a central examination. If you distribute the appointments provincially, there is no object in having a central competition in India. It does not matter then whether men are examined *viva voce* or not.

The Hon'ble Mr. *Quinton*—contd.

1331. Is not a result that may happen this, that you may get Sikhs from the Punjab here, or Bengalis there?—Yes, the question is a very difficult one. I discussed the question of a central examination with Professor Stuart, and I modified my views somewhat as to examinations being held provincially.

Mr. *Stewart*.

1332. Under your scheme could not a man rise to be in charge of a district without having had any judicial training?—It is possible, but not likely. I think it is expedient, however, for every officer to have judicial experience. Many of the young Civilians might prefer to adopt a judicial career, and they would, under my scheme, get considerable judicial training.

1333. You contemplate the present proportion of Natives appointed to the Covenanted Service being retained at one-sixth. That would be a disadvantage to the Natives, who have now one-sixth under the Statute, whereas you would admit Australians or any one else from any part of the Empire in your one-sixth?—Certainly.

1334. Is it not a *quid pro quo* for the Natives of India?—No, it is not for the Natives of India. The probability of a man coming from Australia to compete in India would, however, be very slight, and I do not think there is any chance of any young Englishman coming out here to compete.

Sir *Charles Turner*.

1335. You would have all Collectorships held by persons recruited in England?—Yes.

1336. Do you think it necessary that in every Collectorate there should be an Assistant recruited in England?—Yes, at least one or two.

1337. Have you at the present time a European Covenanted Assistant in every district?—Yes, I think without exception.

1338. As to Karnul?—It is possible that owing to a transfer of officers a district may be for a very short time without more than one European executive officer.

Sir *Charles Turner*—contd.

1339. Have you more than one European assistant in any of your Collectorates?—Yes, in most there are two. The usual district staff is the Collector, the Sub-Collector, the Head Assistant Collector, the Assistant Collector and the District Judge, five in all, but in some districts there are not both a Sub-Collector and a Head Assistant.

1340. Do you reckon a young man just out from England as an Assistant?—Yes.

1341. Are the Madras districts very much larger than the Bombay districts?—I believe they are.

1342. What is the average extent of your present districts?—They vary from about 4,000 to about 18,000 square miles.

1343. And the average population?—I cannot tell accurately off-hand, but it varies from about one million to two and a half millions.

1344. Within what time does a young man obtain the full powers of a Magistrate of the first class?—He is eligible to hold those powers after passing the first standard examination which may be within six or twelve months after joining his district.

1345. Has it not happened that young men have been given full powers soon after arrival?—I believe that has been so, but in no case that I am aware of until after the officer has been at least six months in the service.

1346. Have you heard any complaints as to the pay of the Statutory Civilians?—Personally I have not, but I think that for officers promoted from the Uncovenanted Civil Service to the Statutory Service, of which we have one instance in our service, better provision might be made. That was a case of an officer of twenty years' service, and drawing Rs. 600 or Rs. 700, who was promoted to be an Assistant. In his case the salary payable under the Statutory Service rules was quite inappropriate, and he was, I believe, paid at least what he drew before.

1347. Do you think Rs. 200 is sufficient for a young man in the position of a Statutory Civilian to commence with?—No, I would give him more.

Sir *Charles Turner*—contd.

1348. Complaints have been made that it is not enough?—I would give him Rs. 300 to Rs. 350.

1349. Would you make any provision in the Furlough rules for Natives to enable them to proceed to England?—I think a rule might be made empowering Government to give a Native Civilian furlough for the purpose of going to England.

1350. How would you appoint Tahsildars?—Very much as they are now appointed. I think the system might be slightly modified and improved. For instance, I think that qualifying examinations might be held, of which the chief feature should be a somewhat high educational test, to qualify an officer for employment in the intermediary service. I would make it compulsory that an officer should have served a certain time as a Revenue Inspector before he should be eligible for a Tahsildar's post.

1351. Do the present Revenue Inspectors possess the confidence of the public?—I do not think they do.

1352. Tahsildars are at present invested with second class magisterial powers?—Yes, and Sheristadars with third class powers.

1353. Do you think it desirable to separate the Magisterial from the Revenue powers?—Yes. The Tahsildar should have no Magisterial work, and there should be a special officer appointed at the head-quarters of each Taluk to do the Magisterial work. The Sheristadar should have no Magisterial powers, but the Tahsildar should have them, to be exercised only occasionally or on emergency. I think, judging from experience, that sometimes the Magisterial duties of a Tahsildar are hastily performed, and very often there is great delay in their discharge owing to the interference of other business. The Tahsildar has so much to do that he cannot devote sufficient time to discharge his Magisterial duties properly.

1354. Have you heard complaints that those powers are sometimes abused?—Yes, I have.

1355. What was your recommendation to Government as to the Magisterial

Sir *Charles Turner*—contd.

powers of Tahsildars?—In paras. 19 and 21 of my report on the revision of Revenue Establishments I made the following proposals (Reads.) "I come now to Tahsildars and their establishments. These latter, at present, consist of a Sheristadar on Rs. 60 a month, two Gomashtas on Rs. 20 each, and usually seven others on Rs. 15 each. This number, however, varies occasionally. The Tahsildar is generally a second class Magistrate, and his Sheristadar is always invested with Magisterial powers to admit of his trying cases when the Tahsildar is absent from head-quarters; and as these powers are generally those of the second class, he has co-ordinate jurisdiction with the Tahsildar himself. The result of this has everywhere been that the Taluk Sheristadars neglect their duties of looking after the Taluk accounts and scrutinising those that come in from the villages with the remittances of revenue collections, and devote their time too exclusively to Magisterial work. In many cases their devotion to Magisterial duties is a mere excuse put forward to cover their neglect of their primary duties, for it is rare to find a Sheristadar's file that, on scrutiny, proves a heavy one. The neglect of the account work in the Taluks is an evil that requires immediate remedy. It has grown out of the *quasi*-independent position that Sheristadars have been enabled to assume towards their Tahsildars through being Magistrates of the same class and so becoming too proud to perform the drudgery of keeping a close personal scrutiny over the Taluk and village accounts. The remedy I propose is that the appointment of Taluk Sheristadar be abolished, and that there shall be a Magistrate of the second class appointed to the *Qusbah* of every Taluk (with certain exceptions noted further on), who shall devote himself exclusively to Magisterial work, except when the Tahsildar himself is at head-quarters and may wish to depute him to hold a revenue enquiry in the neighbourhood. For this purpose the Sub-Magistrate should also be a Deputy Tahsildar, but should only exercise his revenue powers under the orders of the Tahsildar. His subordination,

Sir *Charles Turner*—contd.

as a Magistrate, to the Tahsildar should also be clearly marked by investing the Tahsildar with power to transfer cases from his own file to that of the *Qusbah* Sub-Magistrate. To admit of this being done, a short local Act would need to be passed, authorising Tahsildars (who might be called Taluk Magistrates to distinguish them from their Deputy Tahsildars and Sub-Magistrates) to exercise this power, which, as the law at present stands, they cannot do. The great expediency of the above change has been unanimously admitted in every district I visite d, except in Coimbatore, where the Acting Collector, Mr. Nicholson, considers that an additional Magistrate at each *Qusbah* is not needed, and that all that is necessary is to distribute work better between Tahsildars and Sheristadars. I strongly recommend that my proposal, if approved, be given effect to as soon as possible.

"Under the above arrangement, this great advantage would follow that the Tahsildar of the Taluk would be practically set free for the performance of his more important executive and administrative duties. He would be able to be constantly in camp and moving from village to village throughout his Taluk, examining the minor irrigation works, the cultivation, and the villages and their accounts, and to exercise a close personal supervision over the village officials. As matters are at present, it is impossible for him to do this, hampered as he often is with Magisterial cases. I do not of course propose to deprive the Tahsildar of his Magisterial powers, but consider they should be used only on emergency, or when he has time to spare to take up a case on the spot. In connection with this matter I consider that it is of the greatest importance that Tahsildars should be induced to go as much as possible on circuit, and to this end I strongly recommend that travelling allowances be granted to them at the rate of at least one rupee a-day for every day they are away from their head-quarters on circuit in their Taluks, subject to disallowance by the divisional officer when he thinks a Tahsildar has been too long in one place. The Tahsildar should also be made to send in a fort-

Sir *Charles Turner*—contd.

nightly diary to the divisional officer showing the villages he had visited and the work he had done at each; and then if the divisional officer sent in a monthly diary to the Collector showing his own movements and work, the latter officer would be in a position to judge how far each divisional officer was maintaining a proper check on his subordinates. The forms of these diaries could be drawn up by the Board if the plan is approved.

"I have said there are certain exceptional Taluks, where the extra Magistrate would not be necessary. These are those where there is a Town or additional Magistrate already appointed at the *Qusbah*, besides a Deputy Tahsildar and Sub-Magistrate at an out-station.

1. Coimbatore.
2. Tanjore.
3. Cuddapah.
4. Salem.
5. Conjeeveram.
6. Tenkarai.

These Taluks are detailed in the margin. In the four Taluks of Trichinopoly, Bellary, Kumbakonam, and Negapatam, a *Qusbah* Magistrate would, however, be needed in spite of there being a Town Sub-Magistrate at each of the four towns of the above names, owing to the heavy files of the latter officers.

"In place of the Taluk Sheristadar, I beg to suggest the appointment of an officer on Rs. 50 a month to be called Head Accountant and Treasurer, who should have charge of the Taluk treasury and be held responsible for the correctness of the Taluk accounts and their correspondence with those of the villages. He should not be invested with Magisterial powers."

The Hon'ble Mr. *Quinton*.

1356. Have orders been passed on those proposals?—Yes. The Local Government and the Government of India have accepted them almost in their entirety. The Secretary of State has also approved of the scheme in principle, but declined to sanction its being carried out at present on account of the expense.

Sir *Charles Turner*.

1357. You reported in favor of improving the position of Revenue Inspectors in this report?—I did. Their status requires improvement.

1358. Have you had any complaints of corruption among Tahsildars?—Yes, sometimes.

1359. Have you reason to believe them to be true?—Yes.

1360. They have become less frequent since education has progressed?—I think so.

1361. Are you getting a better class now?—Decidedly.

1362. Do you think it desirable to put a Tahsildar to a district where he holds land?—I see no objection to his holding land in the district where he is employed, but it is inexpedient that he should hold land in his own Taluk. I consider that no one should be a Tahsildar who has not had very considerable Revenue experience.

1363. Could not you secure that by examination?—No, I do not think examination would be sufficient. I would make them enter as Revenue Inspectors. It is enough for a well educated young man to start upon, as he would get under my scheme Rs. 40 or Rs. 50 per month, and he ought to be able, after a year or two, to get promotion as Taluk Sheristadar. In no case should he be a Tahsildar till after about five years' experience. I think there should be a qualifying examination for Revenue Inspectorships. The educational test is a matter for Government to consider. Everybody should be able to read and write in English, and especially in the vernacular, which latter many well educated Natives cannot do. A practical examination in surveying and accounts should also be insisted upon.

1364. It appears to me that the educational test you desire would be somewhat of the nature of the middle school education, with training in surveying?—Yes, perhaps so.

The Hon'ble Mr. *Quinton*.

1365. What do you mean by vernacular?—Each man ought to be able to read and write his own vernacular and the vernacular of the district in which he is employed.

Mr. *Ryland.*

1366. I suppose you are of opinion that Europeans as well as Natives should be admitted to the Uncovenanted Service, because you consider it a necessary condition to have Europeans in the lower service as well as in the higher service ?—I think it is unfair to keep them out of the lower grades.

1367. Is there not a large class of Europeans growing up here to whom there should be a field open?—There is a considerable class, I believe.

1368. And should not a field be open to those who are here ?—I think they should be put upon exactly the same footing as others.

1369. Is it not a fact that they are excluded now from some offices in which formerly they did good service ? —Yes. I think it is the result of the order of the Governor-General in 1879.

Mr. *White.*

1370. Is it not a matter of fact that there was a great deal of favoritism shown which led to that order ?—Favoritism? How would you define it ?

1371. A young man coming out fresh from England without any special qualifications, would be given a post at once for no particular reason except that he had friends in high places.—There were, I dare say, some appointments of the kind made, but I think it probable that there may have been intrinsic merits on the part of the nominee, or he may have been the son of an officer who had for many years done good service in India, in which case I should not call it favoritism, or, as you say, it is possible there may have been favoritism in filling up some of the appointments.

Mr. *Stewart.*

1372. There have been some complaints as to Tahsildars. Native witnesses have said that as a body the Tahsildars are corrupt. Is that so ?—I dare say it is the case. In my old district (South Arcot) I know there were several who had bad reputations as being corrupt.

1373. Then in all these years we have failed to make any impression on this evil ?—We are, I think, making some impression. Rome was not built in a day.

Mr. *Stewart*—contd.

1374. Could you get educated men to enter as Revenue Inspectors ?—Yes.

1375. And would you expect graduates to enter as Revenue Inspectors ? We could, I think, get plenty of them to do so.

1376. How long would you wish a graduate to work as Revenue Inspector? —For at least one year, then he should be made Sheristadar, and then Deputy Tahsildar, and after two or three years he would be qualified to be a Tahsildar. In the scheme submitted by me to Government, I have endeavoured to make the pay of all the appointments in a Taluk progressive. I think it essential that a Tahsildar should have served in the lower grades before being appointed Tahsildar. A Tahsildar is the Collector of his own Taluk. I would insist upon a good departmental training apart from his general education.

Sir *Charles Turner.*

1377. There is a standard now for commercial schools, is there not ?—Yes.

Mr. *White.*

1378. School examinations have been very much extended of late, have they not ? What test would you demand ?—I would insist upon a liberal educational test.

Mr. *Stewart.*

1379. You do not approve of taking away the Magisterial powers of Tahsildars altogether ?—No, opinions differ very much on this point. In my opinion, if a law is passed to enable a Tahsildar to realize his collections promptly, and to have his orders implicitly obeyed, he would have as much power as is required, but I know the opinion is held, by Tahsildars especially, that if their Magisterial powers are taken away, they will lose a great deal of influence.

1380. Do you think that by taking a man fresh from the University and making him a Tahsildar, he would have the same influence as a man who has risen in the old way from the bottom ?—No, a knowledge of Revenue, Magisterial

Mr. *Stewart*—continued.

and Account work is needed to fit a man to be a good Tahsildar, but in a short time any officer of ordinary capacity should be thoroughly efficient.

Sir *Charles Turner.*

1381. You say Tahsildars are not all above suspicion. In what way are they corrupt?—I have heard it said somewhat generally of Tahsildars that many of them are in the habit of taking their supplies, when they are on circuit, without paying for them. It is, I believe, usual to give straw for their bullocks free of payment, and little presents of that sort. As regards taking bribes for showing undue favor or letting off prisoners in criminal cases, I am inclined to think there is rather less of that now than used to be the case. As far as my experience goes, in respect of the abuse of the Magisterial powers by Tahsildars, I am inclined to think it is lessening, but there are still a great deal too many cases reported officially.

Mr. *Stewart.*

1382. Do you not think that might be obviated to a great extent by more supervision?—I do not know. The commonest form of Magisterial corruption is practised in connection with long and repeated adjournments of cases. Close supervision might check this evil, but nothing short of taking away the Magisterial power altogether, where any such tendency is exhibited, is of much effect.

1383. Do you think a Tahsildar is sufficiently supervised in Revenue matters?—I think he is upon the whole; although the work of supervision is somewhat heavy. I think a great deal of attention is being paid to this now. I can name one or two districts where the supervision is exceedingly close, and where monthly collections and balances are very carefully criticised. I believe it has become rather the custom, since the provincial contract system has come into force for Collectors to publish in their District Gazettes monthly comparative statements of the collections of each Tahsildar, with comments, and that this produces a good effect.

Mr. *Stewart*—continued.

1384. Do Collectors and Assistant Collectors when on circuit call up ryots of the districts and ask them if they have any complaints to make?—I do not think they do. The ryot is now quite independent enough to complain, if he has anything to complain about. Indeed he is often too ready to complain when he has nothing to complain about. There has been a marked improvement in the way work has been done during the last twenty years. The class of men appointed as Tahsildars has improved, while their knowledge of English tends to facilitate supervision. Many of the Tahsildars now write English, which was not the case when I went up-country first.

1385. Are there not disadvantages as well as advantages in that?—The knowledge of vernacular now possessed by District officers is not perhaps what it ought to be. A great many of them adopt the plan of having papers abstracted in English, and we have lately insisted upon junior officers doing more of their work in the vernacular. The records of a case are almost always in the vernacular, and also the enclosures to a report. I do not know that the custom of Tahsildars writing reports in English now generally prevails. I should say that the advantages of a Tahsildar knowing English outweigh the disadvantages. There is hardly a man in a Collector's office now who cannot speak English more or less well.

Sir *Charles Turner.*

1386. You say that ryots are independent enough to complain?—Yes, but if they do not complain the reason is that they get a *quid pro quo.*

1387. Is it not a point of honour among Natives not to complain against the persons to whom they may have given a bribe?—I believe it is.

1388. Is it not the practice to bring false complaints against a man if he becomes too rapacious?—I have had no experience of that. But I have had ex-

Sir *Charles Turner*—contd.

perience that bribes have been alleged to have been given, but the people who gave them would not give the slightest information upon the subject.

1389. Have you ever heard complaints of a Tahsildar using his Magisterial powers for the purpose of oppression?—Yes.

1390. Have you anything to add on this point?—As regards Tahsildars I would like to add that I had drawn up a scheme for submission to Government, but my colleagues did not approve of it, and so I did not send it on. Its object was to throw all Tahsildars into a general list for promotion, keeping them in two or three grades, and letting them be promoted as they came to the top of the list. They are now promoted in their own districts, and it weakens their prestige. There are on an average about seven in a district.

1391. Have you ever been in a district where a Native had charge of a sub-division?—Yes.

1392. Did he perform his duties efficiently?—Occasionally most efficiently.

1393. What is the danger you apprehend if a Native is placed in charge of a district, supposing him to be an exceptionally good man?—An exceptionally good man would be very likely to administer a district very efficiently, but I doubt whether in cases of serious disturbances or crises he would have the necessary firmness to act with vigour and promptitude.

1394. Do you consider it important to have a European officer in the district to support the independence of the Native officers?—Yes. I think a European officer enjoys a vast advantage over all others in this respect, by reason of his being a European.

1395. It would give confidence to the subordinates if they had the impression that a European at the head of the district would give them protection and support?—I think so.

1396. Would that be the same in regard to the Judicial Service?—I am not prepared to say, as I have had very little judicial experience, but I should think it would.

Sir *Charles Turner*—contd.

1397. Should the Uncovenanted Service, equally with the Covenanted Service, be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—Most certainly. I hold perhaps rather strong views on the point, but I have long been of opinion that the Secretary of State for India, in his anxiety to do justice to the natural-born Natives of British India, has been somewhat less than just to Englishmen and their descendants resident in India. I may add here that I have an objection to the use of the term "Natives of India" for the following reasons—I hold that the term "India by itself is a mere geographical expression, whereas the term "British-India" conveys the meaning of the consolidated empire of all those Provinces included within the limits of the Indian Peninsula which are subject to the dominion of Her Majesty the Queen-Empress of India. It follows from this, if my view is correct, that in a matter of high state policy affecting the whole British empire, such as the constitution of the governing-body of British India, the different races of Natives of that country have no claim, as of right, to any share in the government of that country, taken as a whole, except what they acquire as British subjects, and that as such they have no greater right than British subjects in Ceylon, Australia, Canada or any other British possession. A Native of the Punjab has no natural or inherent right to help to govern Madras, or a Native of Madras to help to rule over the Punjab. China and Persia are two Oriental countries with nothing in common, but not more dissimilar perhaps than the Punjab and the Carnatic—yet if China and Persia become British possessions, the inhabitants of each would at once, as British subjects, acquire the right to take part in the government of the other's country, a right which clearly never existed before. And yet in India we have the spectacle of natural-born Englishmen and their descendants being shut out by Act of Parliament from privileges conferred on "Natives of India," and by the orders

Sir *Charles Turner*—contd.

of the Secretary of State for India from all appointments having salaries above Rs. 200 a month without his previous assent being obtained to their appointment, simply because they are of English descent, and not because of any unfitness for office. This anomaly should certainly be swept away in any new system of appointing persons to the Indian Civil Service, whether Covenanted or Uncovenanted, and in place of the term "Natives of India" in any section enacted to replace section 6 of 33 Vic. cap. 3, the term "British subjects" should be inserted. This is the rule in England where the candidate for the Competitive Civil Service examination may be black or white and a Native of New Zealand, Canada or Calcutta, provided he is a British subject. The hardship of the rule to which I have alluded above is accentuated by the reflection that while Natives of India are permitted to offer themselves in England as candidates for the Imperial Parliament in view to representing in that assembly the suffrages of the populations of English boroughs or divisions of English counties and thus to enjoy in the highest possible degree, and without any limitation whatever, the privileges and rights of English citizenship, Englishmen and their descendants are practically excluded, by reason of their colour and in disregard of their birthright, from enjoying equal rights of citizenship in British India with the natural-born Natives of that country. Whatever system may hereafter be adopted, the fundamental principle underlying it should be that of even-handed justice and fair play to all British subjects alike.

Sir *Charles Turner*—contd.

WITNESS XX—3rd February 1887.

Examination of the Hon'ble H. E. STOKES, B. A., of the Covenanted Civil Service ; Acting Chief Secretary to the Government of Madras ; Additional Member of the Madras Legislative Council.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

The Hon'ble *H. E. Stokes.*

1398. You belong to the Covenanted Civil Service ?—Yes.

1399. You are Chief Secretary to the Madras Government ?—I am the Acting Chief Secretary to the Government of Madras, my substantive appointment being that of Revenue Secretary. I entered the service in 1863 and have filled every Revenue appointment except that of Sub-Collector. I have been Assistant, Head Assistant, Under-Secretary to Government, Sub-Secretary to the Board, Collector, Revenue Secretary and Acting Chief Secretary to Government. I have had no judicial experience.

1400. You are about to state your own opinions only and not those of the Government ?—Yes.

1401. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved ? If it is not, what are the grounds of disapprobation ?—It is disapproved mainly on the ground that the men selected are not the best or most deserving that could be got. Too much stress, it is thought, has been laid on family and social position, and the Government have been mistaken in estimating the claims even of those appointed on those grounds. The men chosen are not generally accepted as possessing such distinction of birth or position as would have entitled them to the honour. In my opinion there is no scope in this Presidency for the application of the principle. The men who would be acceptable on the ground of birth and position are too few to make it possible to secure the intellectual and other qualifications which are more essential.

1402. Are the defects of the existing system susceptible of remedy—(a) by an amendment of the Rules ; (b) by an amendment of the Statutory provisions in that behalf ; or should those provisions be repealed ? If the provisions of the Statute 33 Vic., cap. 3, section 6, are not repealed, nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder ?—The Statute needs no amendment. The present rules should be abrogated altogether, and with them the Statutory Service, as a special branch or component of the Civil Service, should be abolished. All that is wanted is a rule enabling the Local Government to appoint to any office in the administration any Native of India of proved merit and capacity. The difficulty would be to define the proof, so as to exclude suspicion of favoritism. I can think of no better plan than that of making it incumbent on the Local Government to justify its proposal in each case to the satisfaction of the Government of India ; but even this would be but a weak guarantee.

Sir *Charles Turner*—contd.

1403. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so ?—Persons appointed on the ground of proved merit and capacity to offices now reserved for the Civil Service should not be required to undergo any probation or training.

Mr. *Ramaswami Mudaliyar.*

1404. You say that you would make provision for the Government to appoint any Native "of proved merit and capacity" ?—Yes.

1405. Is there any way of obviating the difficulty which would arise from

Mr. *Ramaswami Mudaliyar*—contd.

discontent among the Covenanted officers who might be superseded?—I do not think the discontent need be to any material extent, because most of the men now in the service would obtain exceptional promotion, and the service is at present very weak. The service could take a large number of men appointed under the Statute now.

Sir *Charles Turner.*

1406. Would it not create discontent in the North-Western Provinces, where promotion is extremely tardy?—Possibly, but that could be met by some remedial measure.

Mr. *Stewart.*

1407. Would you appoint these men to any post?—Yes.

1408. Would you include in the term "Natives of India" subjects of Feudatory States?—Yes.

1409. Do those States admit subjects of the British Government to offices in their administrations?—Yes, but sometimes dissatisfaction is felt by their own subjects at the employment of Natives of British India.

Sir *Charles Turner.*

1410. You have heard the complaint that too many Madrasis are employed in Mysore?—Yes. I referred to that.

1411. You would not exclude domiciled Europeans?—No.

1412. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I am not aware of any; that is as regards the quality of the men sent out.

1413. Should any, and, if any, what change be made in that system?—I do not think it is possible to appoint otherwise than by open competition. As far as my experience goes, the recruits as a body leave nothing to be desired in intellectual capacity; but in physical strength and accomplishments, and in manners, they do. The remedy, in the first case, is, in my opinion, greater strictness in the medical examinations. Instead of passing men merely because they have no organic disease or infirmity, the doctors should reject all who are not of exceptionally good physique and constitution. As to manners, I would compel residence at a good College at Oxford or Cambridge, and allow residence during probation nowhere else. The service itself has a very civilising effect on men. Many who on arrival are awkward louts, turn into men to whom no exception can be taken.

Sir *Charles Turner*—contd.

1414. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—They do labour under serious disadvantages.

1415. By what changes may those disadvantages be minimised or removed?—For many years to come it will be necessary in this country to maintain the Civil Service, or something like it, from which a constant supply of men, competent both as statesmen and administrators can be drawn. The maintenance of English rule demands that this body of men shall be either Englishmen or men trained in England. I would therefore compel all Natives who may succeed in a competition here to undergo such training. I consider that the open competitive examination should be held simultaneously in this country and in England; that the same papers should be set to all candidates; and that the *viva voce* examination held here should be recorded in short-hand, and the report of it, with the results of the examination as valued by the examiners in this country, should be sent to England for final estimation by the examiners there. Persons who succeed here should be compelled to go to England for training, and should have allowances from Government for passage and maintenance, equivalent to about half the estimated cost of the same. Considering that the Natives have to learn English as a foreign language, they should be allowed an advantage as regards age. If the present limits of age are retained for English candidates I would raise them by one year for Native candidates. I would allow none but graduates of Indian Universities to appear, and I would hold the examination at Bombay only. I would give weight to the Oriental classical languages, Persian and Sanskrit, corresponding to that allowed to modern European languages. I would reserve no fixed proportion of appointments for Natives. On the contrary, it is possible that necessity may,

The Hon'ble *H. E. Stokes.*

Sir *Charles Turner*—contd.

arise for limiting the number of appointments which they shall be allowed to hold in the Civil Service. If it should turn out—which however I do not anticipate—that the number or quality of Natives gaining admission becomes such as to materially detract from the English character of the institution, I should not hesitate to limit the number of Natives admitted. I refer here to men who enter by competition. There need never be any limit to the appointment of Natives to high office on the ground of proved merit. I am inclined to think that Natives should be required to remain three years in England after passing the examination.

1416. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I can offer no decided opinion on that point as we have had only one such man in Madras. He was, I think, as good as could be obtained under any system.

The Hon'ble Mr. *Quinton.*

1417. Why do you recommend an examination in India?—To meet the objections of Natives to go to England to compete, which are strong in this Presidency.

1418. Do you think that many men are deterred from going?—Yes; I would not force a man to go to England except with the certainty of entering into the service. I do not think that holding an examination here would lower the standard. I think the *vivâ voce* examination is of minor importance.

1419. Do you think the number of Native candidates would be larger?—Yes.

1420. What do you mean when you say that Oriental languages should be allowed the same weight as modern European languages?—I mean that Natives should be allowed as much credit here for these languages as men in England are allowed for European languages.

1421. That is so already.—Then it is all right, but I do not know very much about that matter.

1422. Do you not think that you would Orientalise the examination a great deal?—I do not think that would

The Hon'ble Mr. *Quinton*—contd.

do much harm. If it turned out that the Natives were getting into the service in too large numbers, I should not hesitate to put a stop to fresh appointments of Natives. I would not let in more than a certain number of Natives.

1423. Have you considered the political effect that would have in India?—I expect Government would get abused under any system.

1424. Would not taking it down in short-hand do away with value of the *vivâ-voce* examination?—It would discount the value of the examination to a certain extent. You cannot have an absolutely identical examination.

Mr. *Ryland.*

1425. You say that you would respect the prejudices of Natives against going to England?—I would not compel them to go until they had made sure of their appointments.

Sir *Charles Turner.*

1426. Have you considered whether any reduction could be made beyond the one-sixth now allotted to the Statutory Service in the number of places reserved for the Covenanted Civil Service? It is proposed that the Covenanted Service should be still further limited, and the Local Service recruited solely in India. If that proposal is accepted, could you reduce the number of places now held by the Covenanted Service?—We have 157 or 158 Civil Servants now. The number is supposed to be 160, and I consider we should have 164. One-sixth will be the Statutory number eventually, but not for thirty years to come.

1427. What is the rate of recruitment in this Presidency?—Thirty-five in five years including twenty-nine men from England, the Statutory men making up the average to seven per year.

1428. If you had a service of 164 men and one-sixth were Statutory, how long would you take to get in the proper proportion of Natives?—About twenty years.

1429. Do you think any larger assignment of places to Natives could be made by a reduction of the Covenanted Service?—Some Judgeships could be given

Sir *Charles Turner*—contd.

up. I do not think the district staff could be safely reduced below what it is at present.

1430. Is it advisable to make over the whole of the civil jurisdiction of the District Judges to Natives ?—No. You want some Civilians for the High Court, and you must have a training ground for them. Also I do not think it is expedient that all the Judges should be Natives. I dare say in thirty or forty years, they might all be Natives. It is not only expedient that we should have a certain number of European District Judges at present, but we could not get enough qualified Natives.

1431. Would it not be possible to have a larger number of Natives as Assistant Collectors ? Do you want four Europeans in each district ?—As a matter of fact the Assistantship does not exist now, except in the case of an utterly untrained officer.

1432. Do you think it would be expedient to raise the age of the candidates in England ?—No. I think it is better to get men young from England. They take more kindly to the country.

1433. Have there not been complaints heard as to the youth of the Magistrates ?—I do not think there is much difference between a man of twenty-two and a man of twenty-four. I have heard no serious complaints about them.

1434. Are there not several appointments now held by Civil Servants from time to time which are not among the reserved appointments ?—Yes.

1435. How is it that when you have insufficient men for the reserved posts, you appoint gentlemen to posts open to all, the Postmaster-Generalship for instance ?—That officer is now a Bengali.

1436. The Madras districts are very large ?—Yes, about six thousand five hundred square miles each on the average.

1437. The Government of India have recommended the sub-division of some of your districts ?—Yes.

1438. If that is done will you require a less number of Covenanted Civilians than before ?—We shall probably want more. The recommendation was that three more districts should be formed.

Sir *Charles Turner*—contd.

1439. Would that require an extra staff ?—Yes. It was to be provided for by Native agency.

Mr. *Stewart.*

1440. Have you many Covenanted Civilians doing special duties ?—Yes, some. There are from eight to ten special duty appointments. Some are Settlement Officers, some Educational, some in the Political department, &c.

[Sir Charles Turner here quoted from a despatch upon Mr. Hope's memorandum and from a despatch by the Earl of Kimberley in 1885.]

Mr. *Stokes.*

1441. In pursuance of those recommendations will it not be necessary to increase that agency ?—Yes.

1442. You at present contribute only eight officers to the Government of India?—Yes, that number is exceptionally large. This Presidency has hardly had its fair share in the superior appointments ; they are very generous with the smaller appointments. We have some men in Burmah.

1443. What number of Assistant and Sub-Collectorates is required to efficiently train men to fill up twenty-two Collectorates?—The present number is right enough.

1444. It is, I believe, always a question as to the period at which a man should take charge of a district ?—At present, I think, he gets it after fifteen years' experience.

1445. Then if you did not reduce the number of Collectorates, it would be hardly possible to reduce the number of Assistants in those Collectorates ?—No.

Sir *Charles Turner.*

1446. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty ?—When efficient Native agency can be got, it should, as the cheaper, be employed. It may be declared at once that for all ministerial and subordinate appointments, *i.e.*, speaking generally, all non-gazetted appointments, competent Na-

Sir *Charles Turner*—contd.

The Hon'ble *H E Stokes.*

tives of India can at the present time be obtained in sufficient numbers. As to gazetted appointments, this is not true; and even if fit Natives were to be had, I consider that in all departments there should be a proportion laid down as to the limit of the number of non-Natives who might be employed. I would in short have a leaven of Europeans in the higher grades of all departments. What proportion it should bear to the whole would vary in different departments, and so rapid is the improvement amongst the Natives, that no proportions which may now be laid down could be regarded as final, but must probably at no very distant date be revised. The Educational Department, if it is to convey European culture, must be officered in the superior grades mainly by Europeans. The Survey and Settlement would require very few. The Judicial Department likewise very few. The Public Works Department ought to require but few Europeans, but at present I doubt whether suitable Natives could be got in the proportion desirable. Marine, on the other hand, would want many. As to the ordinary executive or district service, the European element should be supplied as at present by the Civil Service. There should never be less than two European officers to a Madras district; and in my opinion the proportion in which district revenue appointments are now filled by Europeans in this Presidency is as low as it can safely be. As to recruitment, I am of opinion that the rules laid down by the Secretary of State restricting the powers of Local Governments to appoint Europeans in India should be extended to all departments, and that the Europeans required should be sent out by the Secretary of State in the first instance. For Native recruitment I consider that a system of nomination combined with qualifying test examinations is the best system. It has worked on the whole very well in this Presidency. The Subordinate Judicial Service now, I think, leaves little to be desired, though the pay will have to be increased. Even in the Revenue Department, where the system has been least successful, there has been in my time great improvement owing to the importation of better educated

Sir *Charles Turner*—contd.

men. We have not got as many as we ought or would desire; but those that we have make excellent public servants, and are, I confidently assert, with few exceptions, more honest and more trustworthy than the men of the old school. The reason why the Revenue Department has got fewer of them than the Judicial and other departments is, in my opinion, that they are usually compelled to begin too low in the scale of offices. They are made to enter as petty clerks, and to pass through the grades of Revenue Inspector, Taluk Sheristadar, or Sub-Magistrate, before they can become Tahsildars or Deputy Collectors. There is a mistaken idea that the Revenue service requires a drudgery of apprenticeship in minor offices to fit a man for the higher posts. There is nothing in it which a man of intelligence and general culture cannot acquire in a very short time; and a man is more likely to be spoiled than improved by remaining too long in the inferior offices. I would separate the Revenue service into Upper and Lower Subordinate ranks, the former commencing at Deputy Tahsildarships and clerkships of Rs. 70 and upwards. I would not forbid lower subordinates to rise, but I would allow graduates of the Universities, qualified by special tests, to enter at once as Deputy Tahsildars, and I would reserve for them a proportion of appointments, say every other vacancy for the present in each district. A year's service as Deputy Tahsildar should qualify for Tahsildar. Another great obstacle to the entry of educated men into the Revenue Department is the twenty-five years' rule—which forbids the entertainment in the Government service of men above twenty-five years of age. It has been framed with a view to economy in pensions, but this is, I think, sufficiently secured by the provision that men who enter after twenty-five shall not get full pensions. At any rate, the economy, if it exists, is, in my opinion, dearly purchased, considering the obstacle the rule is to getting good men for the Revenue service.

1447. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a

Sir *Charles Turner*—contd.

preference for such residents?—As to the mode of recruitment, I would not interfere at present with nomination by heads of districts and departments. Nor would I make any rule restricting recruitment for each Province to residents therein. There is no need for such a rule, as the great majority of the appointments in any Province will always be held by Natives of it; and under the system of qualifying tests, which is in force here and which I would maintain, Natives of the Province would have an advantage. For the general executive service, such tests must be different in each Province. The suggested restriction refers, I imagine, to some scheme of entry by competition, for which things are not at all ripe.

1448. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I do not think any proportion can be declared. If the Statutory Service is abolished, I trust that, between Natives who are appointed to offices on the ground of approved merit and those who enter by open competition, the number who will fill appointments now held by Civil Servants will be at least as great as that of Statutory Civilians. I see no need to lay down any rule.

Mr. *Ryland.*

1449. When you consider it desirable to have "a leaven of Europeans in the higher grades of all departments," why do you wish to restrict the number of Europeans in all departments?—I should restrict the powers of Local Governments so that non-domiciled Europeans should only be appointed from England. I would have no non-domiciled Europeans appointed by Governments in this country, because we can get better men from home.

1450. Are there not good men appointed in this way?—Doubtless.

1451. Have you noticed any abuse of the power to appoint in this country?—I have, and I think it is inseparable from appointments in this country.

Mr. *White.*

1452. If a European domiciled himself in this country, you would not forbid his being employed?—No.

Mr. *White*—continued.

The Hon'ble Mr. *Quinton.*

1453. How does the twenty-five years' rule keep graduates out of the department?—Because they have to pass special tests, and a great many of them go on to the B. L. degree, and they do not finish that course till they are twenty-four. My object in the abolition of the rule is to encourage them to go on to those higher degrees or qualifications before entering the service.

Mr. *Stewart.*

1454. What special tests for Tahsildars do you refer to?—I refer to the special tests prescribed for Tahsildars and Deputy Tahsildars. I would make every man pass special tests before being appointed Tahsildar or Deputy Tahsildar, even though he were a graduate. The duties of a Deputy Tahsildar are chiefly Magisterial, and he has nothing to do with the cash accounts. As Tahsildar, he would be responsible for accounts, but in a year he would gain sufficient knowledge of accounts to qualify himself. I think a year's experience as Deputy Tahsildar is enough. A man has to pass a special test in accounts before he can be appointed Tahsildar. He would have some experience in accounts as Deputy Tahsildar, though he would not be responsible for them. I think the time I have mentioned is sufficient. One year would be the least time.

1455. Why make the period so short?—I think that a man of exceptional merit would find it ample.

1456. You do not fix the maximum period for the average man?—Practically a man would have to serve five or six years.

Sir *Charles Turner.*

1457. You think men are more likely to be spoiled than improved by remaining long in subordinate appointments?—Yes, that is my opinion. It also deters men from entering the service. I have known a great many graduates say that they do not enter the Revenue service for that reason.

The Hon'ble *H.E. Stokes*

Sir *Charles Turner*—contd.

1458. Have you known cases in which men in the Revenue Department have sought transfers to the Judicial Department, because promotion was slow in the Revenue Department?—I do not remember.

1459. Do you think it desirable that a Tahsildar should be employed in a district where his friends live or where he has property?—I would avoid it if possible, but I think too much stress is laid on considerations of that kind. Promotion in a district is not restricted to men in it. Men are frequently brought in from outside.

1460 As to the Magisterial powers of a Tahsildar, have you had any complaints respecting the exercise of such powers?—Yes.

1461. Do you think it desirable to separate Magisterial and Revenue powers?—Very desirable. It is a question of finance. I am inclined to think that the best way would be to increase the number of Munsifs and give them criminal powers.

1462. What was the nature of the complaints?—They say that there is a great deal of corruption among Tahsildars, and that they make use of their Magisterial powers as the means of oppression and in enforcing bribes, and that a great deal of hardship is caused by their being peripatetic. I think there is ground for these complaints.

Mr. *Stokes.*

1463. There have been very few cases of Tahsildars being convicted of mal practises?—Not many; but it is very difficult to convict them. As for saying that the Tahsildars are corrupt, the matter is very much exaggerated.

1464. How many cases do you think are reported?—Not more than one-half.

Sir *Charles Turner.*

1465. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—I consider that Natives who enter the Civil Service by open competition should get precisely the same advantages as men who enter from England. As regards Natives who are appointed to offices on the ground of proved merit, the case is different. These men would usually be promoted from much lower pay, and would not have contracted the habits of life which make full pay necessary. I think the two-thirds rule should be applied to them. The present rules as to Statutory Civil Servants are suitable enough.

1466. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground?—I consider that the scale of pay should be fixed with reference to the requirements of Natives of India, and at rates sufficient to obtain qualified men from that source, and no higher. In the gazetted ranks where, according to my proposal, there should always be a leaven of Europeans, I would give these men Native pay *plus* fifty per cent. and more favorable furlough and pension rules.

1467. You consider the present rules respecting pay are suitable?—I think so. Complaints have been made that the salary of Statutory Civilians on first appointment is insufficient. It is 64 per cent of the pay which Assistant Collectors get. That proportion is held to be suitable in other grades.

1468. Do you think a young Native in that position can live respectably on Rs. 200?—I think he can live as well on Rs. 200 as a young European can upon Rs. 350. I do not think the amount has deterred anybody from applying for appointment.

Mr. *Ramaswami Mudaliyar.*

1469. As a matter of fact, do the Statutory Civilians live like other Civilians?—I do not know.

Sir *Charles Turner.*

1470. You propose to give a European 50 per cent. more pay than a Native?—Yes, if recruited in England.

1471. Would you give a Native more pay if recruited in England?—Yes, in

Sir *Charles Turner*—contd.

the Covenanted Service I would. The kind of Native I want to get for the Covenanted Service is a valuable article. Europeans have to send their families to England, &c. I consider that this question of market value applies to that also.

Mr. *White.*

1472. Would you not give longer and more favorable furlough to any Native who wished to go to England? —No, I would not give him any special advantage. I would not let him count his service to enable him to go to England, because that is given only to people who require to go to England.

1473. Would you like to see a graduated scale of pensions adopted, so that if a man became incompetent or unfit for work from any cause after five or ten years' service, you could give him his pension and let him go? —I do not think I would give him any pension. I think Government have had quite enough to do with funds of that kind.

Mr. *White*—continued.

Mr. *Stokes.*

1474. Do you not think it is often desirable for Government to be able to pension a man earlier than after fifteen years' service. Would you not give the Government power to get rid of him by pensioning him?—No, but it is certainly desirable that Government should be in a position to get rid of unsuitable men.

Sir *Charles Turner.*

1475. At present, I believe, seniority is supposed to give a man a claim to a Collectorate. Do you not think that Government should satisfy itself as to a man's fitness for that post upon other grounds than seniority?—Yes.

1476. Have you anything to add? —No.

WITNESS XXI—3rd February 1887.

Examination of M. R. Ry. P. Ramaswami Chettiar Avargal, Rao Bahadur, Vice-President in charge of the Revenue Department, Municipal Commission, Madras.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M.R.Ry. *P. Ramaswami Chettiar Avargal.*

1477. You are Vice-President of the Madras Municipal Commissioners?—Yes. I was formerly in a mercantile and then in a legal firm. For eighteen years I have been in the service of the Madras Municipality, my present post being that of Vice-President of the Municipality.

1478. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation? Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules, (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The existing system of appointing young and untried men by nomination being unsatisfactory, I am for the abolition of the Statutory Civil Service, except in so far as the Statute empowers the drafting into it annually from the Uncovenanted Service of a limited number of fit persons without distinction of caste, colour or creed; the nomination of such persons by Local Administrations being probationary and subject to the approval of the Viceroy and confirmation by the Secretary of State, and such persons being placed on an equal footing with Covenanted Civil Servants in all respects, from the expiration of their probationary term.

1479. You would not appoint Statutory Civilians to posts as at present?—I would put them in all respects on the same footing as Covenanted Civilians.

1480. From the time when they are drafted into the Covenanted Service?—Certainly, if a man is fit to hold the higher appointment by reason of having served in the Uncovenanted Service.

Sir *Charles Turner*—contd

Mr. *Stewart.*

1481. Do you not think that would involve a breach of faith with the Covenanted Service?—It would be only an exceptional case.

Sir *Charles Turner.*

1482. Why is it that so large a percentage of the B. A.s of this Presidency are Brahmans?—Brahmans are the most forward in education.

1483. We find a large number of young students are persons whose parents have an income of less than Rs. 200 a year. How do they pay for their sons' education?—They are largely assisted by friends.

1484. Is this preponderance of Brahmans owing to the fact that Brahmans are more frequently supported by charitable people than boys of other castes are?—Yes.

1485. Is it a fact that many Brahman boys are supported by people of other castes?—Yes. It is a pious act to help to educate a Brahman boy.

Mr. *Stokes.*

1486. Is it not now the case that most of the appointments open to Natives are held by Brahmans?—Yes; but that preponderance will soon be removed, for other castes are advancing in education.

Sir *Charles Turner.*

1487. Have you taken much interest in the municipalities in this Presidency?—Yes.

Sir *Charles Turner*—contd.

1488. Some have, I believe, no European President?—The District Magistrates are generally Presidents.

1489. Do you think the municipalities could do without the assistance of the European District Magistrates?—I think it is very desirable to have European chairmen.

1490. Does the municipality of Madras work smoothly in the absence of a European President?—It was only for a month or so that the European President was absent, and during that time I acted. We got along very smoothly. We have only a few European members. One-fourth of the members are nominated by Government.

1491. Do you think that a system of competition among nominated candidates for the public service would be a good system?—I do not think so. I think a certain amount of training is desirable to fit a man for his duties.

1492. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—None.

1493. Should any, and, if any, what change be made in that system?—None.

1494. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—Yes. They labour under pecuniary, social and other disadvantages.

1495. By what changes may those disadvantages be minimized or removed?—By altering the limit of age to twenty-two years; and by holding simultaneous examinations in England and in India.

1496. If an examination is held in India, should it be identical with that held in England?—Certainly.

1497. Should it be held at one or more centres in India?—At one centre.

1498. Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations?—Candidates in England and in India should compete with one another and be selected in order of merit without any distinction of territories or sects.

1499. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—Most decidedly.

1500. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I believe so.

1501. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—From all natural-born subjects of Her Majesty.

1502. Should the recruitment be by competition, or by nomination, or by both systems combined; and, if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—By competition alone.

1503. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—The recruitment should be solely according to merit, without any distinction.

1504. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I would allot a limited number.

1504½. Is there any other point on which you desire to offer evidence?—No.

WITNESS XXII—3rd February 1887.

Examination of G. H. STUART, Esq., M. A., Acting Principal, Presidency College, Madras.

Sir *Charles Turner.*

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G.H.Stuart, Esq.

1505. You are in the Educational Department?—Yes. I was formerly Principal of the Kumbakonum College. I entered the Government service in the Educational Department in 1882.

1506. Is the existing Statutory system approved?—I believe that the existing system of appointing Natives as Statutory Civilians is not generally approved.

1507. On what grounds is it disapproved?—The grounds of disapprobation are that under the present system the best men are not obtained, and the educated Hindus have no chance of obtaining appointments.

1508. How would you remove the defects of the system?—The defects of the present system might perhaps be remedied by an amendment of the rules. It would be a better plan to appoint men of proved ability from the Uncovenanted Service.

1509. Would you require the selected candidates to proceed to England for training?—If the Statutory Service is retained and appointments continue to be made as formerly, then the selected candidates should be required to proceed to England for training. But if appointments are made from the Uncovenanted Service, it would scarcely be possible to insist that the men appointed should go to England though they might be encourged to do so during furlough.

1510. Is any dissatisfaction felt with the present system of recruiting the Covenanted Civil Service?—I am not aware that any dissatisfaction is felt with the system of recruitment for the Covenanted Civil Service. There is dissatisfaction as to age, but as to the result of the recruitment there is no dissatisfaction.

Sir *Charles Turner*—contd.

1511. What changes would you propose?—The only change I would advocate is the raising of the maximum limit of age to twenty-one as it was eight or nine years ago. This change would be favorable to Natives of India, though it is not on that account I advocate it.

1512. Do Natives of India labour under any disadvantages in competing for the Covenanted Civil Service?—Yes, Natives of India labour under disadvantages in respect of their incomplete knowlege of English, and the want of proper educational facilities in this country.

1513. Would you remove those disadvantages by (*a*) establishing scholarships and allowing passage money to Native candidates; (*b*) by raising the limit of age; (*c*) by adding to the subjects or re-adjusting the marks obtainable; (*d*) by holding simultaneous examinations in England and India?—The changes suggested would all tend to remove these advantages, though I would not support any of them, except (*b*), *viz.*, the alteration of the limit of age. I do not advocate an examination in India. If it be decided to hold one, a certain number of appointments might be reserved for candidates in India. If this were done, it would not matter whether the examinations in England and India were the same or different. Such examination in India might be held at each Presidency town; the examinations would be different examinations, though the papers and the examiners could, if necessary, be the same. The successful candidates in each Presidency being appointed to posts in their own Presidency I would not apportion the appointments between the different religious sects.

Sir *Charles Turner*—contd.

1514. Would you insist on a training in England?—Yes, the successful candidates should be required to proceed to England for training. I may add that my reason for opposing an examination here is that it might have a tendency to flood the service with Natives. That would not be the effect at present, I believe. I would insist upon Natives going to England for training.

1514½. Are the young Natives obtained by the way of the open competition the best, as regards character and capacity, who could be obtained under any system?—I am not able to say whether the Natives obtained under the existing system of the open competition in England are the best who could be obtained under any system.

The Hon'ble Mr. *Quinton*.

1515. Is Arabic taught in the Presidency College?—I do not think it is. Sanskrit is.

1516. Do a large proportion of pupils learn Sanskrit?—Yes, one-fourth to one-third do.

Mr. *Stewart*.

1517. Why are you opposed to simultaneous examinations being held in India and England?—It might possibly lead to flooding the service with Natives. I might mention also the difficulty of ensuring an identical *vivâ voce* examination, but I do not attach much weight to that objection. I would not discard the *vivâ voce* altogether.

Sir *Charles Turner*.

1518. Do you consider the educational institutions here are not sufficiently advanced to enable Natives to compete successfully with Englishmen in England? They are under a difficulty in that respect, are they not?—There are facilities here as far as higher education goes, but I consider secondary education so defective that boys cannot take full advantage of the facilities offered in the colleges.

Mr. *Stewart*.

1519. How many pupils have you in the Presidency College?—Two hundred and fifty.

1520. Do you follow them to their homes or watch their home life at all?—Not at all.

1521. If you were called upon to give one of your students a certificate of moral character, could you do so?—I should give every one a certificate if I knew nothing to his discredit. Some of the teachers and Professors in the college are Natives; but the Principal does not know much about the pupils out of college.

Sir *Charles Turner*.

1522. Should the Uncovenanted Service be recruited only from Natives of India as defined in the Statute or from all natural-born subjects of Her Majesty?—There are some appointments not belonging to the Covenanted Civil Service which must nevertheless continue for a long time to come to be held by Europeans. Such appointments for instance as Professorships in Government colleges. I should be inclined to say that, as a general rule, the Uncovenanted Service should be composed of Natives of India only.

1522½. Should the recruitment be by nomination, or by competition, or by a combination of both systems?—I think the recruitment for the Uncovenanted Civil Service should be by competition, but that the Government should nominate, without competition, in the few cases when considerations of birth &c., make it desirable to appoint a member of a particular family. It might not be necessary that the same system should be applied to all offices or classes of offices, but I think it should be the rule that appointments to the higher places of the Uncovenanted Civil Service should be by competition. Some preliminary educational qualification might well be insisted upon. If it would not unduly limit the competition, I would suggest that none but graduates of a University should be allowed to compete. I think that it would generally be preferred that recruitment, say for the Madras Presidency, should be made

Sir *Charles Turner*—contd.

only from residents of the Presidency. Although there is some talk about the national feeling that is springing up, I think it is not sufficiently strong to make Natives of Madras acquiesce in seeing all the appointments in this Presidency filled, say, by Bengalis.

1523. If the Statutory Service is abolished, should the proportion of Covenanted posts at present allotted to that service be made over to the Uncovenanted Service?—I would reserve a certain number of appointments, perhaps as many as are now reserved for the Statutory Civil Service, for the best men of the Uncovenanted Civil Service, but I would not have a hard-and-fast limit. The number of appointments would probably be different for different Provinces.

Mr. *Ryland.*

1523½. Would you have only an intellectual test?—I would have the same kind of test as is found to be sufficient in England..

Sir *Charles Turner.*

1524. How many B. A. degrees are taken here every year?—About 300 I think. The number of persons who matriculate yearly is about 2,000, and of those who pass the F. A. about 700.

1525. Have you anything to say on the subject of the Subordinate Judicial Service?—The only thing I would add is that the Judicial Service might properly be thrown open to qualified vakils. I mean that Government might be at liberty to appoint vakils as Munsifs and to the higher judicial posts. If they can be so appointed, I should like to see more of them appointed than at present.

1526. Would you have any distinction in the pay of a post ordinarily reserved to the Covenanted Service, accordingly as it is held by a Covenanted, Statutory or Uncovenanted Officer?—I think the distinction in pay should not be between members of the Covenanted, Statutory and Uncovenanted Civil Service, but between Europeans and Natives. The existing principle on which the distinction is made seems to be a tolerably fair one.

1527.—Have you anything to say about the furlough rules?—Inasmuch as Natives do not require such long furlough as Englishmen who have periodically to return to England, there ought to be some difference between the amount of furlough granted to Europeans and that granted to Natives.

1528. Are the privileges and conditions of office of the Covenanted Service suitable for Natives who are admitted to the Statutory Service?—The privileges in regard to pay, promotion and retiring annuity belonging to the Covenanted Civil Service are, as far as I know, suitable also to Natives, though no doubt in default of these privileges, Natives would accept less.

WITNESS XXIII—3rd February 1887.

Examination of J. SPRING BRANSON, Esq., Barrister-at-law.

Sir *Charles Turner.*

1529. You are a Barrister in practice here?—Yes, I belong to the Middle Temple. I have been practising in Madras since 1863. Iwas born in India. My father was resident at Madras at the time. I was educated in England. I have been deputed by the Madras Bar to appear before the Commission as its representative.

1530. What are the points on which you desire to be examined?—There was one point about the High Court, Original Side, but that has not been raised. I think there is perfect unanimity that District Judgeships ought to be held by professional lawyers; that is to say, by men who have practised as professional lawyers for some years in this country, who know something of the people and of the laws that are peculiar here; also if it is possible to get Barristers of any standing to take up the posts, they would be the best men to choose.

1531. Do you think it possible to get Barristers of any standing to take these Judgeships?—I think they might if the salary is made good enough. It is a matter of salary, and there is the chance of promotion to the High Court.

1532. Do you sometimes find at the Bar men who would make excellent Judges, but who fail as advocates?—Yes, and sometimes successful advocates do not make good Judges. There may be a little one-sidedness, a quality which is almost indescribable, which incapacitates a man from being a good Judge.

1533. Some men have not the gift of expression and are too nervous to become able advocates?—Yes. Sometimes they are not quite quick enough to take up a point as it arises. I think there are good lawyers at the Bar who would take the appointment of District Judge on the present salary.

Sir *Charles Turner*—contd.

1534. Do you find any difficulty in securing a competent man to take the Chief Judgeship of the Small Cause Court here?—No, the salary is Rs. 2,000, and I do not think you would get a good man for less. There is also a retiring pension and a chance of promotion to the High Court. I think a man with such experience would make a better Judge of the High Court than a man without such experience.

1535. Have you practised in the District Courts in this Presidency?—I have practised at Coimbatore, Vizagapatam, Trichinopoly, &c., and have conducted appeals from the District Courts.

1536. From your acquaintance with District Judges, do you consider they are efficient as a rule?—It would be making use of rather a strong phrase to say they are not efficient, but taking the average, I do not think they are perfectly satisfactory. Some have been very good indeed—first rate men who were a credit to the profession. We have had a considerable number of good Judges. We have, on the other hand, men who are notoriously bad Judges, and sometimes you have only to mention the district from which an appeal comes, to raise a smile all round the Bar. There is not a large percentage of that class by any means. It may be that it is due to men being shifted from one class of work to another. As to Subordinate Judges, I have seen a large number of very excellent Judges, but have no personal knowledge of the men themselves. Munsifs are a large class, and it is difficult to pronounce an opinion on their merits as a class without accurate acquaintance with the work of the majority. There might be considerable differences in their work; there has been a very marked change within the last twenty years, which

Sir *Charles Turner*—contd.

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J. Spring Branson, Esq.

no doubt arises from better educated men being willing to take up these offices, and I have not a doubt there will be a still more marked improvement in the future.

1537. Do you think a European District Judge may exercise considerable influence in his district?—I think that a person in the position of a District Judge might exercise a very great influence in his district over the vakils and over the lower Courts, and I say that if we have a European in that position who is prepared to meet the members of the Native community and take an interest in them, and who brings to bear upon his work a strong professional feeling, it seems to me that his influence would gradually permeate the practitioners of his own Court, and give them a higher view of their duties. It must also spread to the Courts below. The Judge would be one to whom they might look to advise them upon delicate questions affecting their work and professional etiquette, &c.

1538. Do you think that Native Judges and Munsifs would derive support from such a man in the discharge of their duties?—Yes, the stronger the District Judge the better for everybody, for the lower subordinates feel they have some one to look up to. The District Judges take great interest in the Native judiciary generally. The Native Judges often quote what the District Judge says, and that shows you that their influence is felt.

1539. One portion of the District Judge's duties is to suggest the transfer of Munsifs from one district to another?—Yes, and that is an important part of his work. He also knows the best men for promotion. A European District Judge would have no motive to support any particular man in urging the promotion of subordinates. When the subordinate Courts know that good work is noticed and that the Judge may put forward for promotion those whom he considers to be good men, they are encouraged to go on in that course, whereas if they saw that the quality of their work was unnoticed, it might deteriorate.

1540. You appear on behalf of the Bar?—Yes, but I am only here to maintain their right to be considered in this matter, and particularly to contend that appointments to District Judgeships should be given to the Bar if withdrawn from the Civil Service. They are a large class and well able to take up the offices. There are several gentlemen at our Bar who are sons of domiciled Europeans.

1541. Have you had any experience of the criminal work of the Native Magistracy?—Yes, I have seen it in the appeals which are brought to the High Court.

1542. How is that work done?—With regard to the lower class of Magistrates, it is difficult to say. The Sessions Judges protest against the disregard of procedure. Frequent complaints are made as to the way in which the work is done. The propriety of the decision generally turns on a due appreciation of evidence. It is a very common defect that Magistrates import into a case knowledge which they have acquired out of Court, and this they consider with the evidence before them. There seems to be an incapacity on their parts to confine themselves to the evidence. Another defect is their ignorance as to what is evidence.

Mr. *Stewart*.

1543. Is it not a very common practice for Magistrates to harp upon the previous character of a man?—Yes, a man will say he did not believe so-and-so, because he was a man getting Rs. 7 a month, or something of that sort.

Sir *Charles Turner*.

1544. Are Native Presidency Magistrates a success?—There have been good men amongst them. I think they are capable of improvement. Considering the importance of the position, I say that a better class should have been appointed.

1545. Have you acted in the Small Cause Court?—I was for a year acting in that Court, and had some Native colleagues there. I was very fortunate in my Native colleagues. I had plenty of opportunities of judging of their ability as we sat together on the Full

Sir *Charles Turner*—contd.

Bench once a week, and I was often indebted to them for valuable assistance.

1546. Do you consider it desirable to have an Original Side in the Small Cause Court to relieve the High Court of suits in which the property in dispute is of small value and of some of the minor business of that Court?—That very question was referred to us years ago when I was in the Small Cause Court and I think I said then that the High Court might be relieved of a great deal of its less important work.

1547. Are not suitors put to much expense in seeking assistance from the High Court?—I am not sure that the expense is greater in the High Court than in the lower Court.

Sir *Charles Turner*—contd.

Mr. *Stewart.*

1548. There is general testimony to a great improvement in the subordinate judiciary?—Yes, I attribute it greatly to our getting better educated men.

1549. Do not District Judges now-a-days travel about and visit the lower Courts?—I do not think they go on circuit.

Sir *Charles Turner.*

1550. Have you anything further to add?—No.

WITNESS XXIV—4th February 1887.

Examination of H. F. CLOGSTOUN, Esq., of the Covenanted Civil Service, Accountant-General, and Commissioner of Paper Currency, Madras.

Sir *Charles Turner.*

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H. F. Clogstoun, Esq.

1551. You are the Accountant-General and Commissioner of the Department of Issue of State Paper Currency, Madras, and you examine members of the Covenanted Service?—Yes.

1552. When did you enter the service?—In 1864.

1553. What offices have you held?—I have been an Assistant Collector, Assistant Superintendent of Police, Head Assistant Collector, Deputy Director of Revenue Settlement, Principal Assistant Collector, Sessions Judge, Deputy Accountant-General and Accountant-General.

1554. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—I approve of the existing system of appointing Natives as Statutory Civilians, as a supplementary system to that of enlisting Natives into the service through the open competitions held in London. I regard the latter, however, as by far the more desirable mode of recruiting the service. It does not appear to me that any amendment of the provisions of the Statute 33 Vic., cap. 3, sec. 6, is needed, or that any amendment of the rules framed under the Statute, which vest the nominations to the Statutory Civil Service in the Local Governments, is called for. If the Statutory Service is retained, I am of opinion that the selected candidates of this Presidency should be required to proceed to England for training.

1555. Statute 33 Vic., cap. 3, sec. 6, provides for the appointment of "Natives of India" to Covenanted posts. Do you think that term should include Natives of Feudatory States in alliance with British India, Mysore, Travancore, &c.?—I would not object to their inclusion.

Sir *Charles Turner*—contd.

1556. It also includes the descendants of Europeans and children of Europeans not being Natives of India who may themselves be *born* and domiciled in India if their parents habitually resided there. A case has arisen in which one brother has been held to be a "Native of India" under the Statute, and another born out of India was held not to be a "Native of India." Do you think that should be remedied?—Yes, I think it should.

1557. If the parents habitually reside here but have left India for a trip and returned, a child being born during their absence, would you also allow that child to be admitted as a "Native of India"?—Certainly.

1558. In this Presidency, I believe, the system of appointing Statutory Civilians has been at times by nomination and at times by limited competition. Have you any preference for one over the other?—No.

1559. Limited competition we have used to express competition amongst persons nominated by Government, from whom the person who obtained the highest mark would be selected?—I should prefer limited competition on the understanding that the best man got the appointment.

1560. Would that system be satisfactory to the people of the country?—No, I think they would prefer unlimited competition.

1561. Would unlimited competition be more satisfactory to them than nomination?—I think so.

Mr. *Ramaswami Mudaliyar.*

1562. What are your views as to admitting to the Statutory Service men who have distingushed themselves in the Uncovenanted Civil Service?—Well, I should prefer to admit them

Mr. *Ramaswami Mudaliyar*—contd.

only in the lower grades and let them rise.

1563. Supposing they are admitted only to the lower grades, would you prefer the system of admitting young men who have had no training in Government service to a system of selecting men who have been trained in the Uncovenanted Service or in the practice of a profession?—Well, I should, on the whole, prefer the appointment of men who have been trained in the Uncovenanted Service.

1564. Would you suggest their being sent to England for training, or only those who have had no previous training in Government service?—I think it would be better for the man himself, and better for the country, if he were sent to England for training.

1565. Would you compel them to go, or merely encourage them to go?—I do not see how you could encourage them. You must make it worth their while.

1566. After they are selected, would you compel them to go or merely afford facilities for their going?—If you only afforded facilities I do not think they would go. I think in the case of men appointed Statutory Civilians after less than five years in the Uncovenanted Service, I would compel them to go for two years.

1567. If appointed after more than five years' service?—I would not compel them in that case.

Mr. *Nulkar*.

1568. Under your system then, as I understand it, no Uncovenanted servant who comes to a certain stage would be promoted under the Statute? You say you would have them begin at the bottom of the places reserved for the Covenanted Service. Then the service would not be worth anything to Uncovenanted servants of "proved merit and ability," for those who have served longest could not be promoted under your scheme?—No.

Mr. *Stewart*.

1569. Do you know any officer appointed under the Statute?—No, I have not met any of them, I only know them by repute.

Mr. *Stewart*—continued.

1570. Do you think that as a rule the selected men are of proved merit and ability?—I suppose they are. The law says they must be men of proved merit and ability.

1571. Has the intention of the law been carried out in Madras?—I do not know that it has not. It is not provided that men should have proved their merit and ability only in Government service.

1572. What is your interpretation of the Statute?—I think probably the intention of the Statute was to promote principally Uncovenanted men.

1573. And that has been done in only one instance in Madras?—No, in two instances.

1574. There is one who was a Personal Assistant in the Salt Department?—Yes, he is an able man.

Sir *Charles Turner*.

1575. Are the gentlemen who have been appointed better than the average men in the Uncovenanted Service?—I only know them by repute.

1576. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Dissatisfaction is no doubt felt by Natives with the existing system of recruitment for the Covenanted Civil Service, because the low maximum limit of age for the candidates practically excludes the Natives of India from the competition. To meet this objection I think it would be advisable to raise the maximum limit of age from nineteen, as it is at present, to twenty-one, or even twenty-two years. I would also gladly see the establishment of scholarships tenable in England by Native competitors for the Civil Service including the payment of passage money. I would not add to the subjects of examination or suggest any alteration in the maxima marks obtainable in Sanskrit, Arabic, or any other subject. I do not approve of the suggestion that simultaneous examinations should be held in England and in India, and I would require every one to compete in London. I object to anything which would tend to limit the candidate's stay in England.

Mr. *Ramaswami Mudaliyar.*

1577. One of your reasons for not wishing that there should be a simultaneous examination in both countries I see is that you "object to anything tending to limit the candidate's stay in England?"—That is one reason and an important reason. But another is, that if you had an examination out here, I think it possible that a very large number of Natives would succeed, and you might get a preponderating number from a single Presidency.

1578. Is there any danger of anything of that sort at present?—With competition in India the successful candidates might be limited to a particular Presidency or to a particular class of people.

1579. Is there anything to prevent that even now?—No, there is not, except that if a man goes to England for examination he will have to prove himself a citizen of the Empire and not a mere citizen of Madras.

1580. But if he undergoes a training there after he is selected?—You would have an enormously larger number of candidates for examination out here than you would have in England.

1581. Do you think considerable numbers would pass?—I think it likely.

1582. With a high standard of examination?—Yes, a larger number than it would be sound policy to give appointments to.

1583. As regards the disproportion in the marks for Sanskrit and Arabic in comparison with those awarded to the classical languages of Europe, is it not unfair to Native candidates that they should labour under these disadvantages?—I do not know that Native candidates ever study Sanskrit largely.

1584. It is taught in schools, and it is one of the compulsory subjects at the Calcutta University. The English candidate who takes up Latin and Greek has an immense advantage over Native candidates. Would it not be fair that there should be some facilities for Native candidates to compete with Europeans on an equal footing?—I do not think I would compel boys to learn Sanskrit when they can learn something of superior educational value. To get high marks English boys are compelled to devote more time to the study of Latin and Greek than Native boys to the study of Sanskrit.

Mr. *Ramaswami Mudaliyar*— contd.

1585. I simply draw attention to the inequality.—English boys are compelled to devote much time to Latin and Greek, and therefore it is fair to give good marks for high proficiency in these subjects, but Native lads are not compelled to devote much time to Sanskrit, and they do not.

Mr. *Nulkar.*

1586. Sanskrit and Arabic are our classics. Anybody who wants to go up for the University examination must take up a second language, and Sanskrit is the Hindu classic in Calcutta. It is as much compulsory as Latin and Greek?—But the boys are not compelled to devote half their days to the study of Sanscrit and Arabic as English boys do to the study of Greek and Latin. I fail to see that a knowledge of Arabic would be of any benefit to a public servant in Madras.

Mr. *Stewart.*

1587. Is your object that the test should not be Orientalized in any way and do you think it advisable to secure a purely English education?—I think so.

Sir *Charles Turner.*

1588. Have you formed any opinion as to the possibility of reducing the number of appointments reserved for the Covenanted Service in this Presidency?—I do not see the object of reducing them.

1589. So as to afford a larger field for Natives?—I am quite of opinion that some of the Judicial appointments must go. We are not now educating Civilians for Judicial appointments, and therefore the ground is being cut away from under our feet.

1590. You are pretty well acquainted with the strength of the Madras Civil Service. Have you formed an opinion as to whether it is sufficiently strong now to cope with the work of administration, and whether it is possible to make any reduction in the number of the administrative appointments held by the Covenanted Service?—I should certainly not reduce the number of Covenanted Civilians employed in the Executive service.

1591. For the Executive service in this Presidency, you do not consider the

Sir *Charles Turner*—contd.

number of Covenanted Civil Servants excessive?—No, certainly not.

1592. Have you made any comparison between the number employed here and the number employed in other Presidencies?—No, I have not. But I think that in other Presidencies the districts are smaller.

1593. Out of the large number of Natives who have been employed under you, do you know any one who might be entrusted with the administration of a district?—I should be quite prepared to allow the Statutory Civilians, who are now entering the service, an opportunity of proving themselves fit to administer a district.

1594. Of the men whose talents you have had experience of—for instance Sheristadars of the Board of Revenue, Deputy Collectors and other experienced administrative Native officers, do you think there are any who might be entrusted with the charge of a district?—Yes, in limited numbers. I do not say they would not be fit for it.

1595. You have already said that there are Native officers who might be admitted to District Judgeships?—Yes.

1596. Now with regard to Sessions work in a District Court. Have you any objection to entrust a Native Judge with such work?—No, I see no objection to that either.

1597. You have not served as a Judge yourself?—No.

1598. Do you know, in the districts in which you have served as Revenue Officer, whether the District Judge has generally exercised any considerable influence upon the Subordinate Native Judiciary?—Well, I suppose he must do so.

1599. Do you think a similar influence would be excercised by a Native District Judge?—I think so, presuming that the Native Judge is an able and just man. He would not be selected for the post unless he were such.

1600. Would it be sound policy to place the whole civil judicial work of the country in the hands of the Natives?—No, I think not.

1601. I mean of course as matters stand at present, not as to the future. Do you think we can now safely dispense with the services of all European District Judges?—No, my opinion does not go so far as that. I should in all these things proceed by very gradual steps. I certainly would not at present say that they were fit to undertake the whole of the civil judicial work of the country.

1602. Do you think, in the Judicial branch, more posts might be thrown open for Natives than in the Executive branch?—Yes, I think so.

1603. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—I would make no change in the present mode of recruiting the Uncovenanted Service, under which no person other than a Native of India can be appointed to any post carrying a salary of Rs. 200 per month and upwards, without the consent of the Secretary of State, save in a few specified departments, such as the Police, Salt, &c.

1604. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—It is, I consider, sufficient that recruitment should continue to be made as it is in this Presidency, by selection from officers who have passed specified examination tests.

1605. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—This question probably has reference to a system under which recruitment is made by competition from all natural-born subjects of Her Majesty. In that case I would give no preference to residents, though I hold that it would be advisable to limit always the number of non-Native officers in any Presidency.

1606. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—It is unnecessary to abolish the existing Statutory Civil Service in order to give the proportion of offices assigned to that service to the Uncovenanted Ser-

Sir *Charles Turner*—contd.

vice; they may all, under existing rules, be so given.

Mr. *Ryland.*

1607. I suppose by the term "Natives of India" you mean 'Natives' as defined in the Statute. What are your reasons for excluding Europeans who may be the sons of officers who have rendered long service in India and have resided long in the country, although they may not be domiciled here?—Well, I object in the interests of the Natives. If you let Europeans in, it is so difficult to limit the number. That is why the Secretary of State made the rule.

1608. But would not limited competition operate as much to exclude them as it does to exclude Natives not nominated?—Where Europeans and Natives compete, the appointment being in the gift of a European, it is likely to be given to a European.

1609. Have you found that universally the case?—It must often have been the case.

1610. But since the order has been passed, although Europeans have been kept out of the service, permission is given to appoint them with the sanction of the Secretary of State?—The reason is that the Local Government is certain that the sanction of the Secretary of State will not be given.

Sir *Charles Turner.*

1611. Have not, in exceptional cases, Europeans been appointed to the ordinary Uncovenanted Service of the country since that order was passed?—There have been rare cases, but Europeans have been practically excluded.

1612. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—The existing distinction should be upheld under which Native Statutory Civilians draw only 64 per cent. of the salaries drawn by Covenanted Civilians holding the same posts.

1613. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other and what ground?—I can only say in answer to this question that the existing rules bear hardly upon European Uncovenanted officers who are not Natives of India.

1614. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory Rules?—The privileges in regard to pay and retiring annuity would, in my opinion, be unduly favorable to Statutory Civilians. I would not modify the present privileges either in regard to the above matter or in regard to promotion.

Mr. *White.*

1615. There is a distinction to be drawn between "European officers" and "European Uncovenanted officers." You say that "the existing rules bear hardly upon European Uncovenanted officers." There are Europeans who are appointed by the Secretary of State and others who come here in search of appointments. Would you not draw a distinction between these two?—No, I do not think I would.

1616. Then you would simply have regard to nationality in framing your furlough rules?—I do not know how you could make more equitable rules. Natives, I think, will not avail themselves of furlough to the same extent as Europeans. The European desires to have the chance of going home. The Native has no object in going on leave because he can only draw half pay.

1617. There are some Europeans, for instance in the Educational Department, who come out under the orders of the Secretary of State, and there are others who come out here simply in search of appointments and manage to get into the Uncovenanted Service. The distinction between the two is that one comes out under the orders of the Secretary of State and the other on his own account. Do you not think the man who comes out under the orders of the Secretary

Mr. *White*—continued.

of State should be in a better position as regards pay and furlough?—There should be some distinction perhaps. But of course it is hard upon Europeans.

1618. You would not refuse furlough to England to a Native if he wished to take it?—No.

Mr. *Ramaswami Mudaliyar.*

1619. Do you not think this two-thirds pay system bears hardly upon those Statutory Civilians who are employed in the lower grades, for instance those officers drawing Rs. 200?—Yes, I have thought before now that it does bear rather hardly.

Mr. *Stewart.*

1620. Do you think the present pay given to a Statutory Civilian of Rs. 200 is sufficient to maintain him in his position as a probationer?—I really cannot say what his expenses would be. I should think Rs. 200 would be sufficient, but I think a Native could give a better opinion upon that subject.

1621. In the Accountant-General's Office do many Natives draw that pay?—Yes. Eight or ten are drawing over Rs. 200. I think a Native's expenses are less than a European's. When an Uncovenanted officer of five years' standing is posted to an Assistant Collectorate, then I think the pay of 64 per cent. is rather low. I should be inclined to exceed 64 per cent. in his case.

Sir *Charles Turner.*

1622. Have you any Bengalis employed in the Accountant-General's office here?—No, not one. I think they are all Madrasis.

1623. You have held the office of Accountant-General in other Presidencies?—For nine months in Bengal.

1624. Do not you think Madras officials would hold their own against Bengalis?—I think the men in our office are very much better than Bengalis would be.

1625. Do you think that in a competition for higher posts in the Uncovenanted Service the Madras graduates would not get their fair share of appointments, if the competition were thrown open to all India?—I think they certainly would, and probably more in proportion to their numbers.

Sir *Charles Turner*—contd.

1626. Have you served in Bombay as well as in Bengal?—I have served in Calcutta, but I must say the Accountant-General's office was not very well recruited there. Here, I am now able to recruit from B. As.

1627. What does a graduate, entering the Accountant-General's Office here, receive?—I could give my twenty-five rupees appointments to graduates.

1628. Could you hold out hope of very good promotion?—No.

1629. How long would graduates remain on Rs. 25?—They have not remained more than three years on Rs. 25.

1630. Would they advance by slow or rapid steps?—The recruitment of B. As. has only begun within the last three or four years, but they get promotion out of their turn.

1631. In how many years will a B.A. get Rs. 100 in your office?—There are graduates of less than five years' service in my office drawing Rs. 90.

1632. Do graduate clerks sometimes leave your office and go into other departments?—Yes.

1633. What other department is preferred by graduates?—Well, I cannot say that they have any favorite department. My department is in Madras, and I suppose it is liked for that reason, and men would take less pay here than in the mufasal.

1634. You have had opportunities of comparing the graduates in your office with young Englishmen appointed directly to the office. What do you think about their relative fitness?—Do you mean comparing Native graduates who begin at the bottom, with those Europeans who commence nearly at the top?

1635. The best graduates.—They are very able men.

1636. Are they quite as good as the Englishmen?—Quite so.

1637. In recruiting for the Executive service, do you think we could get Natives for very much less salary than we could get young Europeans, and with equal ability for accounts?—Yes.

Sir *Charles Turner*—contd.

1638. Do you consider the men who work under you are accurate and careful in their work?—I have very good ground to be satisfied on the whole.

1639. Do you consider them more or less industrious than Europeans?—I consider them quite as industrious.

Mr. *Rlyand.*

1640. Have Europeans no qualities which make their services specially desirable?—They are more reliable in times of danger.

Mr. *Ryland*—continued.

Sir *Charles Turner.*

1641. Do you find educated Natives trustworthy?—I have not found them untrustworthy in my office.

WITNESS XXV—4th February 1887.

Examination of M. R. Ry. K. C. MANAVEDAN RAJA, B.A., of the Statutory Service; Acting Head Assistant Collector, Coimbatore District.

Sir *Charles Turner.*

1642. You are a member of the family of the Zamorin, Calicut?—Yes.

1643. In that family the oldest male succeeds to the title and place of dignity. There are five places of dignity for male members, are there not? Do you hold one of them?—No, there are five male members older than I am who hold the five places of dignity.

1644. By survival you may become Zamorin yourself?—Yes.

1645. What is the income of the Zamorin?—He gets a lakh and a half as pension from Government, and then there is landed property worth about three lakhs annually.

1646. You had an elder brother in the Uncovenanted Service as Deputy Collector?—I had, but he is dead.

1647. When did you enter the Statutory Service?—In June 1880.

1648. What appointments have you held?—I was a probationer for two years, Assistant Collector for about two months, and then was promoted to Head Assistant Collector.

1649. What is your present salary?—Rs. 611 in all, Rs. 100 being travelling allowance.

1650. What is the prevalent feeling regarding the Statutory Service?—The prevalent feeling regarding the existing system is one of dissatisfaction confined to the educated section of the Native community.

1651. What are the grounds of dissatisfaction?—The grounds of dissatisfaction are—(1) no educational test is prescribed; (2) the appointments are too few; (3) the mode of selection is liable to the imputation of favoritism.

1652. Are the objections against the Statute or to the rules framed under it?—Both the Statute and the rules are objected to. The Statute, because it makes two distinct services, and the rules because they do not carry out even the object of the Statute. The desire for enrolment in a general service is a desire to be treated on terms of equality by the Government.

Sir *Charles Turner*—contd.

1653. Would you amend the Statute in any way with reference to the definition of the term "Natives of India" or otherwise?—I can propose no amendment in section 6 of the Statute. I think the definition of the term "Natives of India" is sufficiently clear. At any rate, it ought to include all permanent residents of India.

1654. Do the objections to the rules refer to the mode of selection?—The objections against the rules relate to the mode of selection, and not to pay, promotion, &c. If the existing system is to be retained, selections might be made from the successful candidates who pass highest in the B. A. degree examination, regard being had to age, and especially to physical fitness. They should then have a special training of at least two years in England.

1655. Do Statutory Civilians regard themselves as occupying an inferior position to the Competitive Civilians; or are they so regarded by the latter?—I do not believe the Statutory Civilians regard themselves as occupying a position inferior to that of persons who enter the Covenanted Service through the competitive channel. I do not know whether they are so regarded by their confrères, but such a feeling is entertained by the general public. Probably because they do not enjoy the same privileges of pay, pension, &c. I think the general public regard the status of Statutory Civilians and that of Uncovenanted officers as inferior to that of Covenanted Civilians on the same grounds.

M. R. Ry. *K. C. Manavedan Raja.*

Sir *Charles Turner*—contd.

1656. Do Competitive Civilians and Uncovenanted officers, respectively, deal on a footing of cordiality with Statutory Civilians?—I believe officers of the Covenanted and Uncovenanted Services do deal on a footing of cordiality with Statutory Civilians. I have myself served in six districts, and, with one exception, I have always found all my Collectors exceedingly kind and always ready to assist me. Among young men of high families, there is a sort of unwillingness to accept employment both in the Statutory Service and in the Uncovenanted Service. They have a notion that service of any kind is degrading. The notion, however, proceeds from want of education.

1657. If the Statutory system is retained, would influential sections of the Native community regard appointment by nomination favorably?—If it is intended to retain the Statutrory system, nomination, with or without probation, would not be regarded favorably. If selections were made from among the most successful candidates at a University examination I do not see why well-qualified persons could not be secured. It is virtually a competition for each Province.

1658. Would you confine nomination to persons of proved merit and ability? And, if so, how should merit and ability be proved?—I consider that merit and ability should be considered to have been proved by distinguished service in some branch of Government service; but if it is intended to retain the present system of appointing Statutory Civilians to the lowest grade, I think it would be unfair to inflict on such men a loss of salary by their appointment.

1659. How would a system of limited competition among persons nominated for this purpose by the Local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded? Would an open competition be preferred to either of the above systems?—A limited competition among persons nominated by the Local Government and by the Universities concurrently would be regarded more favorably than the present system. And an open competition still more favorably than either.

1660. Should there be one competition for all India or separate competitions in each Province?—If the Statutory system were to be retained, I think separate competitions in each Province would be better than one for all. It is true that if any one mode of selection were adopted for all India, the inhabitants of some Provinces would for a time be excluded, but only for a time. The progress of education will adjust matters in the course of a few years.

1661. Would you prescribe any, and, if so, what tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age; (2) intellectual capacity, (3) moral, social or physical fitness?—The nominee should not be above the age of twenty-three years; should have passed an examination as difficult as the B. A. degree examination of the Madras University; should hold certificates of good conductfrom the principals of all schools and colleges he had studied in. Physical fitness should specially be insisted on. No social test is required. Candidates who receive a college education are generally of respectable families.

1662. Should there be a period of probation or of training after selection; if so, for what period?—Nomination should, I think, be succeeded by a special training of at least two years in England. After that, no probation is required. The present system of training Assistants will do very well. I think special training in England is essential.

1663. Do you think any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England, or have gone to England to add to their qualifications, and those who have not?—Distinction in emoluments can, in my opinion, be justified only on the ground of nationality.

1664. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates, is it likely that it would be taken advantage of to any great extent?—I think the opportunity of residence in England with a sufficient

Sir *Charles Turner*—contd.

allowance would be taken advantage of to the extent required, except, perhaps, by the Brahmans alone for a time. They also would, however, gradually overcome their scruples. If Natives largely avail themselves of examination in England, I think it would not be necessary to retain the Statutory system.

1665. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—Competition in England is not regarded with favor.

1666. What are your views as to the giving of facilities to Natives and to removing any disadvantage under which they labour?—Facilities may be given by way of scholarships, by raising the limit of age, &c. I can suggest no conditions to be attached to them. Statutory appointments may very well be given to Natives who have shown merit in the English competition. They, as well as others nominated in India, should receive the same training in England. There is no use of probation in their case. Objection to going to England is raised chiefly by Brahmans, on the ground that it would violate caste rules. The examination in England for Natives should be the same as that for Englishmen, with the exception that, instead of European classics and languages, Natives should have the option of taking up Sanskrit or Persian on the same footing as Greek and Latin. It would under no circumstances be desirable to apportion the appointments between races. There should be a general service and a common list. No competition in England would be a real competition as far as Natives of India are concerned, whatever be the advantages offered.

1667. Assuming only one examination in England, what are the disadvantages under which Natives of India labour?—Assuming only one examination in England, the limit of age, chances of failure, objections against the voyage, the cost of the voyage, and of the life in England, are the disadvantages under which the Natives would labour. They have also to master a difficult foreign tongue before they can think of competing. I can suggest no alterations that would remove these disadvantages. A distinction in age for the Natives may be justified on the ground that they have to master a foreign tongue, which the English candidates have not to do.

1668. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in this Presidency?—The class of Natives who graduate in the Madras University are generally Hindus. Among them Brahmans predominate.

1669. Do you advocate a competition in India simultaneously with the competition in England, the same question papers being used in both examinations?—I do advocate a competition in India simultaneously with the competition in England, the same papers being used in both examinations with the exception of languages as suggested above. This would meet with the general approval of the Natives. I would open both the competitions to both English candidates and Natives.

1670. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—Open competitions in India would give decided advantages to Hindus over Mahomedans, and to Brahmans over other Hindus. But this inequality would be adjusted by the progress of education. I cannot conceive of any objection on political grounds to open competition. It may have the effect of deterring young men of leading families from aspiring to enter the ranks of the Civil Service. But I do not think even now there is any general desire of the kind among them. It may also have the effect of excluding the Natives of backward Provinces from appointments in their own Province. But, as I said before, the progress of education would remedy the evil. I think provincial examinations are not required. Under such a system, Native candidates would not be regarded as inferior to English candidates. Candidates who have passed an examination as difficult as the F. A. examination of the Madras University, might be allowed to compete. I have mentioned the other preliminary qualifications. The subjects should be the same with the exceptions suggested. I have already said that,

Sir *Charles Turner*—contd.

in my opinion, distinction in emoluments can be justified only on the ground of nationality. I think it is essential to require the successful Native candidates to go to England and have a special training. No probation is then required.

1671. Have you any remarks to offer on the subject of pay and furlough ?—I think, for reasons of economy and on grounds of nationality, the present rates of pay and pension are sufficient. The leave rules also are satisfactory. The prescribed length of service and limit of age with regard to retirement are reasonable.

1672. Should power be reserved to Government to appoint to covenanted posts candidates of high family subject to sufficient guarantees of fitness ?—If the Statutory system were abolished, I do not think any power should be reserved to Government to appoint to Covenanted posts candidates of high family. They are not generally educated, and what the Government ought to do in their case is to encourage their education.

1673. On what principle should the promotion of Natives appointed to covenanted posts otherwise than by the channel of competition in England, be regulated ?—My idea is that promotion should be regulated only by considerations of fitness and personal merit.

1674. Should Natives appointed to covenanted posts be required to pass the departmental examinations ?—The present rule with regard to departmental examinations may very well be maintained.

1675. Should subjects of Native States be eligible for appointment to covenanted posts in British India ?—I think subjects of Native States should be eligible for appointment to the Civil Service.

Mr. *Ramaswami Mudaliyar.*

1676. Suppose the Natives largely availed themselves of the examinations in England, would you not retain the power with Government of nominating to covenanted posts men who have distinguished themselves in the Uncovenanted Service or in the practice of a profession ?—I do not see how one is connected with the other.

Mr. *Ramaswami Mudaliyar*—contd.

1677. I want to know whether you would retain the provisions of the Statute ?—I would repeal the Statute altogether.

1678. Then there would be no power given to Government to nominate ?—No.

1679. Then you do not think any provision ought to be made for promoting from the Uncovenanted ranks men who have distinguished themselves in the Uncovenanted Service ?—No, I do not think it is necessary.

Sir *Charles Turner.*

1680. What is your objection to it ?—I have no particular objection.

Mr. *Ramaswami Mudaliyar.*

1681. The Statute at present enables Government to appoint "Natives of proved ability and merit." The older Statute authorises Government to appoint for special reasons, so that there has been a law for the last twenty-five years enabling Government to appoint distinguished men of the Uncovenanted Service to posts reserved for the Covenanted Service. According to your proposal that law should be abolished. What are your reasons for suggesting the change ?—The mode of selection is liable to the imputation of favoritism.

1682. That would be no reason for excluding a class of Government servants altogether ?—I do not exclude them at all.

Mr. *White.*

1683. You have virtually answered Mr. Ramaswami's questions in the affirmative. You would promote men under the present Statute ?—I do not say that.

1684. You have said "I consider that merit and ability should be considered to have been proved by distinguished service in a branch of Government service." You would not object to the appointment of these men, but if the Statute were abolished, you would give no power at all ?—I would not object if you could frame a rule which would exclude the imputation of favoritism.

Sir *Charles Turner.*

1685. You have told us that if the Statutory system were retained, you think separate competition in each Province would be better than one for all. Why?—It would make it less unwieldy. I cannot give any other grounds against it. It would be more manageable.

1686. What class did you obtain in the B. A. examination?—The second class. There was only one man in the first class that year.

1687. You lay great stress upon a residence in England, and you insist on sending Statutory Civilians to England?—I think it would be better.

1688. You have not been to England yourself?—No.

1689. Do you purpose going there?—I should like to do so.

1690. Are you restrained by any caste prejudice?—I do not think there are any caste objections.

1691. You belong to a Chatrya family of Malabar?—Yes

1692. There are a large number of Brahmans in Malabar, and they hold a considerable portion of the land, I think?—Yes.

1693. More than one-half?—Probably one-third.

1694. Do these Brahmans accept employment in the Government service?—They are all uneducated. They are principally *Nambudri* Brahmans, and there is not one of that caste in Government service.

1695. Has no instance ever been known of a *Nambudri* Brahman entering Government service?—There was one some forty or fifty years ago.

1696. Has education progressed very much in Malabar?—Yes, except among the *Nambudri* class.

1697. What do you say of the Moplas?—They are not generally educated. There is one Mopla who is a Tahsildar.

Mr. *Stewart.*

1698. They are generally employed in the Police?—They make excellent Police Inspectors.

1699. You consider there is no need for any social test in making selections for the Public Service; and again you say you do not consider any power should be reserved to appoint persons of high family. Do you attach no importance to the considerations of good birth, and high family, &c., in the country?—I do. But men of good family are often uneducated. I do not think exceptions should be made to secure uneducated men.

1700. Those who are educated can hold their own?—Yes.

1701. Do you consider that the majority of graduates will be found to be of good social position?—Yes.

1702. Some graduates are of very poor parents?—I am not aware of it.

1703. Forty-five per cent. of the parents of graduates live on Rs. 200 a year?—I did not know that.

1704. Would Natives regard Brahmans with the same respect as they would regard men of high family?—Men of high family would command more respect and would exert greater influence than Brahmans, but from a religious point of view, Brahmans would be the more respected.

1705. Do you think objections would be taken if Brahmans obtained all the appointments?—Yes. Objections by those who did not get them—by the non-Brahman class.

1706. Have you heard any objection taken as to the prevalence of Brahmans in the administrative offices at present?—I do not think they are too prevalent.

1707. Have you heard objections taken to their prevalence?—Objections are raised by non-Brahman classes, but I have not been informed of any objections officially.

1708. Are these objections taken by officials or non-officials?—By both.

Sir *Charles Turner.*

1709. What do you think a young man in the Statutory Service who lives prudently ought to spend?—He would spend about Rs. 350.

1710. He could not live on less?—No, I do not think so.

Mr. *Ramaswami Mudaliyar.*

1711. What is the allowance?—Rs. 200 pay when they are on probation. It was after I was promoted to Head

Mr. *Ramaswami Mudaliyar*—contd.

Assistant that a fixed travelling allowance was introduced. I do not think probationers even now have any travelling allowance.

Mr. *Ryland.*

1712. You consider that some Natives would not care to go to England on account of caste scruples. How would you overcome this reluctance?—It will last only for a time and gradually even Brahmans will give way. In fact it is declining already.

Mr. *Stewart.*

1713. Had you much difficulty in passing the departmental examination?—I completed two examinations, I think, during my probation.

1714. How long after you had graduated, were you appointed to the Statutory Service?—One year after.

Sir *Charles Turner.*

1715. How old were you then?—Twenty-five.

1716. Do you know anything about the Tahsildars in Malabar?—I know some of them officially.

1717. What is their reputation?—Not very good.

1718. Your family has large estates?—Yes.

1719. Officially, what have you heard of Tahsildars?—When not educated they are generally corrupt.

1720. How do you know that?—From the nature of their work.

1721. Have you any positive information?—Yes. There are complaints against Tahsildars.

1722. Have you found these complaints true?—In some cases.

Mr. *Stokes.*

1723. Have you ever established them?—I cannot say I have established them.

Mr. *Stewart.*

1724. What have you to say about second and third class Magistrates? How do they do their work?—When not educated, unsatisfactorily, but of

Mr. *Stewart*—continued.

course there are exceptions. I know Magistrates who are perfectly honest in the discharge of their duties.

Mr. *Stokes.*

1725. And those did their work very well?—Yes, very well.

Sir *Charles Turner.*

1726. And the other men?—Quite as badly.

Mr. *Stokes.*

1727. Do you not think that the better they are educated, the better they do their work?—Certainly.

1728. Have you never known a well educated Tahsildar of whom you could have no suspicions?—I have never had an educated Tahsildar under me.

Mr. *Stewart.*

1729. You refer to Magisterial work only?—To both.

1730. Have you ever had a graduate as a Tahsildar under you?—No, probably there are graduates as Subordinate Magistrates.

Sir *Charles Turner.*

1731. How do they do their work?—Quite satisfactorily.

1732. When you speak of corruption, what sort of corruption have you heard imputed to the Tahsildars?—I believe by way of bribery.

1733. For doing what?—Showing favor in the discharge of their Magisterial and Revenue duties.

1734. You say you do not know any case in which that was proved?—No.

1735. Did you enquire into any case?—No. There is one under enquiry.

Mr. *Stokes.*

1736. Is it not the case, or is it not your experience, that Natives, who are not Tahsildars, are very ready to make complaints and charges of bribery, whether there are grounds for them or not?—I do not think they are very ready unless there are grounds.

WITNESS XXVI—24th February 1887.

Examination of M. R. Ry. N. R. NARASIMHA AIYAR AVARGAL, B.A., B.L., District Munsif, Tiruvarur, Tanjore District.

Sir *Charles Turner.*

1737. You are the District Munsif of Tiruvarur in the Tanjore District and a High Court Vakil?—Yes.

1738. When were you appointed Munsif?—In 1880.

1739. What were you before that?—A vakil of the High Court. I was enrolled in 1869.

Mr. *Stewart.*

1740. What caste are you?—Brahman.

1741. What is the general opinion as to the Statutory Service?—It is not approved.

1742. Why?—There is no guarantee that the fittest men are selected.

1743. Your objection is to the mode of selection and the rules?—Yes.

1744. Have you any objection to the Statute?—No.

1745. How would you amend the rules?—I would have a competitive examination, or selection from the Uncovenanted Service and the Bar.

1746. Would you amend the definition of "Natives of India"?—I do not think it necessary.

1747. Would you include Natives of Feudatory States in the term "Natives of India"?—I would not object to that.

1748. Would that be favorably regarded by the public?—I should think so.

1749. Suppose the Statutory Service is retained, would you require Statutory Civilians to go to England?—No, I would not. They may be encouraged to go by offers of passage money.

1750. Do you know any Statutory Civilians?—Only one.

Mr. *Nulkar.*

1751. Would you retain section 6 of the Statute?—Yes.

Mr. *Nulkar*—contd.

1752. You are aware it is class legislation?—Yes.

1753. Do you approve of class legislation?—It is sometimes necessary. There are some difficulties in the way of Natives going to England to compete for the Covenanted Service. Those who have served the country in the Uncovenanted Service deserve promotion.

1754. Then you would keep the Statutory Service in order to promote Uncovenanted Servants and for appointing members of the Bar?—Yes, I should like also that the percentage which is now one-sixth should be raised to one-third.

Mr. *Stewart.*

1755. One-third besides those Natives who are appointed by competition in England?—Yes.

Sir *Charles Turner.*

1756. To what class of Brahmans do you belong?—I am a Telugu Brahman.

1757. Do Telugu Brahmans consider it prejudicial to caste to cross the sea?—Yes.

1758. Does that feeling still prevail to any great extent?—I think it does.

1759. Have you known Telugu Brahmans cross the sea?—One or two have done so and have been excluded from caste. I know only two of them.

1760. Telugu Brahmans object to widow remarriage?—Yes.

1761. Are there any among them who hold more liberal views?—Yes, their opinions are undergoing a change, but no one has ventured to put his changed opinions into practice.

1762. Is there anything in the Shastras which prohibits crossing the sea?—

Sir *Charles Turner*—contd.

I have not taken any pains to ascertain that, but the prevalent feeling is that we should not cross the sea.

M. R. Ry. *N. R. Narasimha Aiyar Avargal.*

1763. Would you yourself have any objection to cross the sea?—But for this fear of excommunication I should not object to go. But this social ostracism is such a terrible thing that I should not venture to incur it.

Mr. *Stewart.*

1764. Then practically admission to the service by competition in England is closed to Telugu Brahmans?—I think so.

Mr. *Ramaswami Mudaliyar.*

1765. Would Tamil Brahmans go?—Yes.

1766. From this Presidency?—No Brahman whether Tamil or Telugu who went has ever been readmitted into caste.

Mr. *Stewart.*

1767. Is the objection to any sea voyage? Would a Brahman go to Rangoon?—None of us go to Rangoon. We might go short distances and fast all day, taking sweetmeats and our own water. But those who wish to enter the Covenanted Service, ought to be compelled to go to England.

1768. Why?—Becaue I believe a stay in England would be in several ways advantageous to them. I do not know anything about it personally, and I merely say what those who have gone to England say. They get the best training there for administrative work. The interests of a country like India require that the Natives of India should be employed in its administration to as large an extent as possible, and the education that the Government is vouchsafing to the Natives, is increasing their qualifications and decreases proportionately the number of appointments for which foreign enlistment is necessary. The efficiency of Indian administration undoubtedly requires that, for certain appointments, the best available persons among the educated young men both in England and in India, should be selected; and this is what is practically secured by the system under which the Covenanted Civil Service is recruited. It appears to me, however, that the time has arrived for reducing the number of appointments reserved for the Covenanted Civil Service by at least one-third, if not more. Those rules which have practically the effect of excluding the Natives from the service should be rescinded. This can only be done by giving effect to the suggestion of the Committee of 1860, "to hold simultaneously two examinations, one in England and one in India, both being, as far as practicable, identical in their nature," and those who compete in both countries being finally classified in one list according to merit. The Natives of India are anxious to be treated on a footing of equality with their European fellow-subjects. At present they have a right to complain that the words of our Gracious Sovereign's Proclamation and of the Charter Act of 1833 are not given effect to, and that the promises therein held forth are broken. Natives of India, who compete successfully with the best of European youths, should be allowed to draw the same pay as English officers, and should be treated exactly like their English competitors as regards leave, pension, &c. There ought to be no distinction made between officers holding the same appointments on account of differences of colour or creed. A Native who succeeds in the Indian competition should be required to spend two years or more in England to finish his education. The expenses of the journey to and residence in England should be borne by the candidates themselves, and would be compensated for by their drawing the same pay as a European officer. A Native who aspires to hold the same appointment as the best of English youths, ought not to fear a trip to England, especially when a stay in England is said by all who have had that advantage, to be productive of much good, and to place the Native in a higher sphere of life, as it were, than he is accustomed to in India. The holding of the competitive examination in England is a serious obstacle to Natives of India, while it places

Mr. *Stewart*—continued.

Mr. *Stewart*—continued.

English youths at an enormous advantage. Natives of India go to England at great cost and trouble simply on the chance of passing an examination, a disadvantage which the English youth does not share. By holding simultaneous examinations in England and in India, the English and Indian youths will be placed on a par, so far as facilities for admission to the examinations are concerned. The Natives of India and domiciled Europeans in the country should be treated alike and be allowed to appear at the examination in India. There are two other points connected with the Civil Service question, which require consideration. There can be no doubt that the lowering of the limit of age for the competitive Civil Service in 1876 by Lord Salisbury has had the effect of deterring Natives from competing for that service. Lord Ripon in his minute of the 10th September 1884 has shown that the lowering of the limit of age in 1876 was a mistake.

The giving of higher marks to Latin and Greek (which are taken up by the English candidates) than to Arabic and Sanskrit (which are taken up by the Indian candidates) places the Indian candidate at a disadvantage. An Indian candidate who gets higher marks than an English candidate in all other subjects taken together, might still be left behind by the English candidate getting more marks in Latin or Greek than he can ever get in Arabic or Sanskrit. It cannot be said that Arabic and Sanskrit are more easy to learn than Latin or Greek or less useful than those languages. On the other hand, a knowledge of Sanskrit or Arabic would be more useful to an officer in India, when questions of Hindu or Mahomedan Law arise, as the original authorities and sources of these laws are in the Sanskrit or Arabic language. Again, it cannot be said with any propriety that this difference in marks is based upon the principle of giving to each subject a number of marks corresponding to what is believed to be its value as a test of intellectual capacity. The change in the number of marks is asked for not with a view to giving an advantage to a particular class of candidates, but simply to remove a disadvantage which Natives

Mr. *Stewart*—continued.

suffer from. Lord Kimberley's opinion that if Arabic and Sanskrit have given to them the marks now allotted to Greek and Latin, the examination would be very favorable to the Natives of India and would be substantially an Oriental examination, appears to me to be based on a misconception. The Natives ask for fair play and no favor. All that they ask for is simply that artificial difficulties placed in their way and special favors granted to English candidates should be removed: and marking Latin and Greek higher than Arabic or Sanskrit cannot be considered otherwise than as a special favor shown to English candidates in an open competition. My proposals on the subject of the Covenanted Civil Service are:—

(1) That the competitive examination should be held both in England and in India simultaneously, the Natives of India and domiciled Europeans being allowed to compete in India; a classified list being prepared according to merit, the candidates passing in India being sent to England and studying for two years there.

(2) That the limit of age for competition be raised, if possible, to twenty-three, but at least to twenty-two.

3. That Sanskrit and Arabic should be given the same marks as Latin and Greek.

(4) That the number of appointments now reserved to the Civil Service be reduced by one-third, that is, be limited to two-thirds of their present number.

(5) That the English and Indian successful candidates should be treated exactly alike after being appointed to the service as regards pay, promotion, leave, pension, &c.

My proposals on the subject of the Statutory Civil Service are:—

(1) That the Statutory Civil Service should be a distinct and permanent service and consist of one-third of the appointments or more taken from the Covenanted Civil Service, and should receive two-thirds of the present pay of the offices taken from those reserved for the Covenanted Civil Service.

Mr. *Stewart*—continued.

(2) This service should be recruited in India in two ways, (*a*) one half to be selected on the results of a competitive examination held in India and open to Natives and domiciled Europeans, (*b*) the other half being filled by nomination of Natives of India of proved merit and ability from the Uncovenanted Service.

(3) It should not be obligatory on the members of this service either to go to England or study there, though facilities might be given for such Native officers as desire to go there.

(4) There should be no difference between members of this service as to pay, leave, allowances, pension, &c., whether they are Europeans or Natives. The pension and leave allowances to be paid in Indian currency.

If there is any difficulty in this course being adopted, I would propose nomination from the members of the Uncovenanted Service and the learned professions.

Regarding the Uncovenanted Civil Service, I propose that it should consist of:—

(1) The Administrative department, Deputy-Collectorships and Tahsildars.

(2) Judicial branch:—All Subordinate Judges, Munsifs.

It appears to me that the rule of the Secretary of State and of the Government of India, that no one other than a Statutory Native of India should be appointed to these offices without the special sanction of the Secretary of State, should be strictly enforced. This service should be confined to the Natives so defined. What is now wanted in the recruiting of this service, is greater facility for the admission of educated Natives to the higher ranks of this service; and therefore rules should be framed which would introduce a larger number of graduates of our University, instead of leaving it to the discretion of the heads of departments to appoint such men.

Mr. *Stokes.*

1769. You insist upon men going to England. How do you reconcile that with your statement that Brahmans could not go without risking loss of caste?—I am quite willing to insist that all men desiring to enter the service should go to England.

Mr. *Stokes*—continued.

Mr. *Stewart.*

1770. You advocate identical examinations?—Yes.

1771. At one, or more than one centre in India?—I do not feel in a position to say.

1772. Would you have one list?—Yes.

1773. You do not approve of an apportionment of appointments?—I think that would make an invidious distinction, but if considered absolutely necessary on the ground that Natives would succeed in too large numbers (which I do not think would be the case), it may be done.

1774. Do you know any of the young Natives who entered the service by competition?—I have known one, he is now dead.

Sir *Charles Turner.*

1775. Do you propose to retain the Statutory Service?—Yes.

1776. How many of the reserved appointments would you assign to it?—One-third.

Mr. *Nulkar.*

1777. Your plan of recruiting the Covenanted Service would practically exclude Brahmans?—I am afraid it would at first, but as time advances, the feeling against going to England would probably wear away.

Sir *Charles Turner.*

1778. You have no fear that the graduates of this Presidency would fail to secure appointments in a competition open to all India?—I do not think there is much room for fear on that score.

1779. Do you know any Bengalis?—No.

1780. Have you been to Bengal or Bombay?—I have visited Bombay.

Sir *Charles Turner*—contd.

1781. Have you met any of the graduates of Bombay?—I have.

1782. Who had taken good places in the University examinations?—Yes.

1783. What class did you take?—A second class both in the B. A. and B. L. examinations.

1784. In the years in which you graduated was there any one in the first class?—I do not think there was. There was no one in the first class when I obtained the B. A.

1785. Do you think, knowing what the examinations are in this Presidency and knowing what the acquirements of educated gentlemen in Bombay are, that the graduates of this Presidency would not secure their fair share of appointments in an open competition?—I think they would do so.

1786. Do you think that in an open competition there would be an undue proportion of successful candidates from Bengal or Bombay or the North-Western Provinces?—I do not think there would be.

1787. Would you object to Bengalis or Brahmans from other Provinces administering Madras districts?—I would not.

1788. As a matter of fact there are several Maratha Brahmans holding office in this Presidency?—Yes.

Mr. *Stewart.*

1789. What have you to say about recruitment for the Uncovenanted Service?—I think there ought to be two ways of recruiting, the one for the Judicial and the other for the Administrative Department. My proposals are that the Administrative Department should be recruited as follows:—

(1) One-third of the number of available appointments in each year to be filled from the Masters of Arts and Graduates in Arts of the local University, according to their place in the list, irrespective of the nationality to which the candidates might belong, provided they are Natives of the local Provinces, and provided the candidates are between twenty and twenty-four years of age and are physically fit. The selected candidates should as soon as possible be appointed probationers on Rs. 50 to Rs. 70. They should learn the details of the administrative machinery, and pass the departmental tests before they are confirmed. The probation should last one year or more, and then the candidates should be appointed Tahsildars. This branch of the service should be under the control of the Board of Revenue, or, if no such body exists, under the control of the principal Commissioners of the different Provinces.

Mr. *Stewart*—continued.

(2) One-third of the appointments should be filled by nomination by Government from special classes of the community who may be backward, or from the children of respectable families who may not be able to join the service by the first method referred to. If one-third is considered too large, the number may be reduced to one-sixth. Such appointments should be made to the lowest grade of Tahsildars or lowest grade of Deputy Collectors.

(3) The remaining available appointments (one-half, if the number selected by Government is one-sixth, or one-third if the number selected by Government is one-third,) would be filled up by promotion from ministerial and other appointments, according to the rules now in force.

As regards the judicial branch of the Uncovenanted Service, I make the following proposals:—

(1) One-third of the probable vacancies to be filled up from the Masters of Laws and Bachelors of Laws of any Indian University, according to their place in the list published by the authorities of the University. These should be appointed probationers on Rs. 70 to 100, and get an insight into their future duties by attending the High Court or being placed under some of the District Judges, and when certified as fit by the officers concerned should be confirmed as Munsifs of the lowest grade.

(2) One-third of the probable vacancies should be filled up by nomination from practising High Court vakils and pleaders of the first grade in the mufasal of not less than two and four years' practice respectively. These should also be appointed to the lowest

Mr. *Stewart*—continued.

M. R. Ry. *N. R. Narasimha Aiyar Avargal.*

grades of the service, that is, to the last grade of Munsif.

(3) The remaining one-third should be appointed by promotion from the ministerial officers in the Judicial Department. It is unnecessary, I think, to take up time by dilating on the advantages of the scheme I have proposed. It is not attended by any practical difficulty, and while it facilitates the admission of the best educated Natives of each Province after probation and special training, it also gives ample room for the promotion of those in the lower ranks of the service; and I have no doubt that a service so recruited would give satisfaction to all and prove very efficient. It might perhaps be said that if the higher appointments are so taken away by probationers, leaving but a few appointments for promotion of persons holding ministerial appointments, there would be difficulty in getting proper persons to fill these ministerial appointments: but I may state here that this fear is unfounded, because, out of a pretty large number of educated men, graduates and under-graduates sent out by our colleges and schools, only the very best and only a few would be selected for probation and there would be still a very large number of intelligent young men left, more than sufficient, for filling up these offices. Moreover, the class of men who are now selected for these offices are likely to stay away, because the chances of promotion are becoming less under the proposed new arrangements; and when such advantages are expressly reserved to the few who occupy the highest places in the list of successful candidates, the competition for obtaining such places will be greater than at present and will bring out a larger number of better educated youths than is now the case. Moreover, experience shows that in the higher departments men who rise from ministerial appointments (though probably the best of these) are not, as a class, as good as those who, with a liberal education, begin the service a little higher, though there may be honourable exceptions, and the exigencies of the Public Service require that the best educated and most intelligent youths should take service under Government in the prime of life in the higher appointments. The great advantage of a service constituted, as described above, is that there is a greater guarantee that some of the best educated and most intelligent of Indian youths will find a place in the service, by the mere force of their education and intellect; while ample scope is left to the authorities to appoint young men of high birth, or belonging to a backward section of the community. A service so constituted will be much more efficient and will possess a better tone and aim at a higher standard than is probably now the case. Such a course would also go a great way to remove the dissatisfaction and discontent which is felt by educated young men who are at present unable to secure any appointments under Government, or get into other remunerative posts after finishing their education. The higher appointments in the Uncovenanted Service would also be filled by the best available men selected by three different methods, each calculated to test abilities of a particular stamp and carrying with it advantages of its own, *viz.*, (1) by open competition and probation, (2) by nomination, and (3) by promotion from lower appointments.

Mr. *Stewart*—continued.

Sir *Charles Turner.*

1790. Do you prefer nomination or competition?—There ought to be only one mode of selection, either nomination or competition.

1791. If there are ten gentlemen to choose from and all are equally good, what would be the best thing to do?—To have a competitive examination and go by the result.

1792. Have you any landed property?—Yes.

1793. In what district?—In Tanjore.

1794. Have you lived on your landed property at all?—Yes.

1795. How is the Magisterial work performed in your district?—Mainly by the Native Magistracy, and the opinion is that it is not very satisfactory.

1796. What is the reason that it is not considered satisfactory?—My own

Sir *Charles Turner*—contd.

impression is that educated men are not appointed.

1797. The Native officers who exercise Magisterial powers are for the most part Tahsildars and Sheristadars?—Yes.

1798. The salary of a Sheristadar is about Rs. 60 a month?—Yes, and he has a good deal of work to do. He is the officer in charge of the treasury, and I think it would be better if he were not invested with Magisterial powers, because, with them, he is not able to do either work with satisfaction.

1799. Has a Deputy Collector leisure to do Magisterial work?—Yes, he has.

1800. How do Deputy Collectors do their work?—They do it better than Tahsildars.

1801. Is their work done well?—Not as well as it might be if we had a better class of men.

1802. Do the Tahsildars and Sheristadars enjoy the confidence of the people?—It is very difficult to answer that question.

1803. Have you reason to believe they are not honest?—Some are honest, but I should think there are numbers who cannot be said to be honest. There is however a decided improvement now in comparison to what it was in former years.

1804. Do you think the unfavorable opinion expressed of them is well founded?—I think it is well founded.

1805. To what do you attribute it?—To their having to perform two sets of duties of quite a different and unsuitable character. As a Revenue Collector a man must move amongst the people, and he often imbibes prejudices and opinions about people which he makes use of as a Magistrate.

1806. In what respect do you consider them wanting in honesty?—They are open to corruption.

1807. Do you know that of your own knowledge?—No.

Mr. *Stewart.*

1808. Are Subordinate Judges open to corruption?—No. At least the opinion is that they are not so much so as the Tahsildars.

Mr. *Stewart*—continued.

1809. But is it not the case that the proceedings of a Subordinate Magistrate are less closely watched?—Very likely.

1810. The Tahsildar leaves his place and goes into a village and tries a case there, but the Subordinate Judge is always in Court surrounded by vakils?—That may be the reason why he is not corrupt.

1811. I suppose you merely speak the opinion of the people?—Yes, that is all. I have no personal opinion of my own.

Mr. *Nulkar.*

1812. You say there is a decided improvement in the general character of Tahsildars?—What I mean to say is that there is a better class now appointed than there was before.

1813. To what cause do you attribute that improvement?—I think to the spread of education. More educated men are now appointed.

Mr. *Stewart.*

1814. Is it not due in a great measure to greater and more rapid means of communication which enable superior officers to supervise and closely watch the work?—Yes, to some extent.

Sir *Charles Turner.*

1815. What did it cost you to obtain the degree of B. A.?—My B. L. degree cost me Rs. 2,000. For the B. A. I paid only Rs. 100 in the shape of fees, because I was a scholarship-holder. My scholarship was worth Rs. 10 a month. I paid in all say Rs. 120 for the B. A. Up to the matriculation class I paid Rs. 100. The school fee then was only Re. 1 per month.

1816. Supposing you had not obtained a scholarship?—I should have had to pay in the F. A. class for three years Rs. 2 per month. In the B. A. I should have had to pay Rs. 4 per month for two years. I had to come to Madras to study for the B. L., and it cost me a great deal. About Rs. 170 gave me a legal training. Before I became a vakil, I was an ap-

Sir *Charles Turner*—contd.

prentice, but paid nothing, as my master taught me gratuitously. The fee ordinarily paid is Rs. 250.

1817. Did not a good many of the Brahmans who have taken degrees get their fees paid by others?—Not many. I think about five or six per cent.

1818. Other classes do not get these advantages?—Those who are charitable help Brahmans and other classes also.

Sir *Charles Turner*—contd.

1819. What are the fees now?—I think they are twice as much as they were before.

1820. The cost of books is not included in the fees?—No.

WITNESS XXVII—24th February 1887.

Examination of M. R. Ry. S. MANAVALAYA, District Munsif, Salem.

Sir *Charles Turner.*

1821. What is your caste?—Sathani.

1822. In what part of the Presidency is that caste principally found?—In the Northern Sircars.

1823. I believe you are the only member of that caste in Government Service?—Yes.

1824. When did you enter the service?—In 1867. I was for sometime employed as clerk in the office of the Registrar-General of Assurances. I subsequently became a teacher in a Church of Scotland school; and for about a year, a teacher in Patchiappa's High School. When I was twenty years of age I obtained a clerkship in the chief office of the Inspector-General of Police. After filling divers offices, I became a Translator in the High Court. Before entering the office of the Inspector-General of Police I was engaged as a private tutor to many European gentlemen studying Sanskrit and Telugu. I joined the High Court in 1870 and rose to be the head Native officer on the Appellate Side of the High Court.

1825. In 1883 you were promoted to a District Munsifship first grade which is your present appointment?—Yes.

Mr. *Stokes.*

1826. Is the existing Statutory system approved?—I understand that it is not approved by a great number of people consisting chiefly of educated Natives who are able to speak and to write intelligently on subjects of general interest.

1827. Why?—They say it is regarded as inferior to the Covenanted Service, and that with the exception of the higher pay which its members enjoy, it is really not superior to the Uncovenanted Service. And again, Statutory Civilians are not treated by their European brethren and superiors in the way in which they expect to be treated. I only state the opinions I have heard.

Mr. *Stokes*—continued.

1828. Are the defects of the system susceptible of remedy?—I have not heard any expression of dissatisfaction with the Statute, the dissatisfaction is rather with the way in which the power is exercised.

1829. What remedy would you propose?—I would have nomination by Government followed by competition among the nominees.

1830. Should the men who succeeded be sent to England?—Yes. It is very necessary that they should go. But the age laid down for the competitive examination in England is not approved of, as at that age no parents would naturally like to send a young boy whose character is not yet formed, to a foreign country, to live there without parental control and advice. But when a young man has reached his twenty-third or twenty-fourth year, when he has received sufficient education and is proof against temptation, then there is no such anxiety on the part of a parent. On the contrary a sojourn in a highly civilized country like England must have a most beneficial effect on the young man's character.

1831. Would you not exercise the Statutory power in order to promote men of "proved merit and ability"?—Yes, I would. That is why I said nomination must rest with Government. Unless nomination rested with Government, Government would not be able to nominate persons of proved merit and ability.

Mr. *Stewart.*

1832. Have the nominations hitherto made, been nominations of men of proved merit and ability?—Such nominations have been made, but recently for the first time, and I think an opinion cannot be formed so soon.

1833. Are there better men in the Uncovenanted Service than those who have been recently appointed to the Statutory Service?—I believe they are not better, but I am not personally acquainted with any of them.

Mr. *Stokes.*

1834. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Service?—A great deal of dissatisfaction is felt.

1835. What change would you suggest?—A change in the age.

1836. What age would you propose?—I have been recently much struck by the untimely deaths of many promising young Natives, and I think in many cases it was on account of the enormous intellectual strain that these men were made to undergo at a very early age. Too great a restriction in the matter of age would, I think, injuriously affect the health of the candidates. It is true that many boys may show high powers of application. I know that some Native boys keep studying day and night, and that they hardly think of anything else except study. Another difficulty is that many of the young boys who have passed these examinations, though they may belong to Brahman families, have parents who are entirely uneducated. Such boys have to learn everything at school, unlike European boys who carry into school a great deal of information obtained from their fathers and mothers and sisters at home. Hindu boys, even after they attain the age of sixteen or so, have few other sources of information than their books; whereas European boys, constantly hear interesting discussions going on at home, and they read newspapers and reviews. These disadvantages necessarily make the work of Hindu boys exceedingly hard and up-hill, and are really killing a great many of them. On these grounds I would raise the age.

Mr. *Stokes*—continued.

I am unable to fix any particular age, but the later the better. The service will not in any way be affected by the young men being a little older, because they will come to the service with more knowledge of life and greater development of character.

Mr. *Ryland.*

1837. What age would you suggest?—I see Dr. Duncan says twenty-one or twenty-one and a fraction is the age at which Hindu boys take their B. A. degree. That is the result of the hard plodding of Hindu boys. If the present age limit for taking the B. A. be a little relaxed, and the age for entering the Civil Service competition be fixed with reference to the age at which the B. A. is passed, say for the next ten years, it would, I think, be well. Twenty-three or twenty-four would not be an unreasonable age to raise it to.

Mr. *Stokes.*

1838. Is there any other disadvantage that Natives labour under beside that of age?—I can think of no other.

1839. Are you in favor of a simultaneous examination in India and England for the Covenanted Civil Service?—Yes. Those that are ready and willing to go to England are generally without means, and even if they had the means, it is risking much money on a chance.

1840. Would you compel successful candidates in India to go to England for further training?—Yes. It has been said that caste rules are against Hindus crossing the sea, but that is not the real objection. The real objection is want of means on the part of persons who are desirous of going. There would be no loss of caste whatever if people went. There have been many breaches of caste rules committed in India which have not been followed by forfeiture of caste. The cutting open of dead bodies by Brahmans is a far more heinous breach of caste than crossing the sea, and yet post-mortem examinations are frequently conducted by Brahmans who have entered the

Mr. *Stokes*—continued.

medical profession and retain their caste notwithstanding.

Mr. *Ramaswami Mudaliyar.*

1841. Is it difficult to observe caste rules?—I know many persons who have violated caste rules and whose relatives never dreamt of excommunicating them. The wearing of cloth manufactured in another country is strictly prohibited. The pronouncing a word in a foreign language by a Brahman, should be followed by forfeiture of caste. There are stories amongst the Natives of Brahmans who lost caste for having uttered a word or two of the mlechha language by way of abuse; many Hindus, when using abusive expressions, borrow terms from Hindustani as being more forcible.

1842. Do you think your caste object to persons crossing the sea?—Yes. They do not however observe the rules of Manu and other authorities so rigorously. We are more liberal. Ours is the only caste that will receive converts. Our principles enjoin that we should associate with Pariahs if they profess the same religion as we do. We admit even Europeans into our temples.

1843. Your opinions are not those which are held by the majority of Brahmans in this Presidency?—The Brahmans do not agree with these views, but they are in the books that the Brahmans study every day at home. Our religion is taught by Brahmans themselves.

1844. Who is your Guru?—Ramanuja Chariar and his successors.

Mr. *Stokes.*

1845. Should the Uncovenanted Service be recruited from Natives of India or from all natural-born subjects of Her Majesty?—From all natural-born subjects of Her Majesty.

1846. Should it be by competition or by nomination?—I agree with Mr. Narasimha Aiyar, that one-third of the appointments should be by promotion, one-third by nomination, and one-third by competition. That would open the Judicial Service to the Bar; and in the interests of the service, I would say that it is better that persons acquainted with a locality should serve in that locality.

1847. If the existing Statutory Service is abolished, would you give the proportion of offices assigned to that service to the Uncovenanted Service?—I would give some to the Covenanted and others to the Uncovenanted Service.

Sir *Charles Turner.*

1848. Would you like to see all the District Judgeships thrown open to Natives of India who are not in the Covenanted Service?—Not as the District Judgeships are at present.

1849. You would separate the Criminal from the Civil Jurisdiction?—Yes

1850. Assuming that that can be done, do you think it desirable to throw all civil judicial work on the Native Judiciary?—Yes; but the time has not yet come for entrusting Sessions or criminal work to Natives.

1851. Do you not think it desirable that the District Judge should be a European?—Yes.

1852. Would it be better for administrative purposes?—So far as civil work is concerned, it would make no difference.

1853. You are aware that a great deal of the work of a District Judge is not merely judicial. The supervision of Munsifs' Courts is part of their duties. Would that supervision be as efficiently performed by a Native as by a European Judge?—If that supervision cannot be done by any one else than a District Judge, I would say it would be more beneficial to the country that it should be done by a European.

1854. Supposing the Natives selected were equally as conscientious as Europeans, could that supervision still be more easily exercised by Europeans than by Natives?—It would be more easily exercised by Europeans, but I hope that the time will come when Natives will be able to do the work satisfactorily.

M. R. Ry. *S. Manavalaya.*

Sir *Charles Turner*—contd.

1855. Now and then you might find a Native who could do the work equally well?—Yes. I see no objection to entrusting more civil work to Natives.

1856. You yourself are a Munsif; would you feel more independence when serving under a Native or under a European District Judge?—That would depend upon the character of the gentleman placed over me. There are many Natives who could be trusted with powers of supervision.

1857. Any to whom you could with great confidence look for support?—I would prefer to have a European District Judge over me. There are not many Natives to whom I could look with equal confidence.

1858. What is your opinion with regard to criminal jurisdiction?—That it must for some time to come rest with Europeans.

1859. Why?—Because Native Judges are liable to be influenced by prejudices of class and caste.

1860. Might not that argument apply to them as Civil Judges also?—Yes, but to a much less extent. In criminal cases liberty is affected and the evil would be much more serious and widespread.

1861. What is your opinion of Native Subordinate Magistrates?—I constantly hear complaints against them.

1862. What complaints?—Regarding their honesty, but I do not know in how many cases they are true. I have known one or two instances which were well-founded, but I cannot say from these instances that all the complaints are true.

1863. Have you any landed property?—Yes, at a short distance from Madras, at Ennore.

1864. You have had a succession of good Tahsildars at Ennore?—I have had nothing to do with Tahsildars there.

Mr. *Stewart.*

1865. You have no reason to complain of the dealings of Tahsildars in connection with your own land?—No.

Mr. *Stewart*—continued.

1866. Have any of your friends been troubled by Tahsildars?—Several of my friends have complained to me of the oppression by Tahsildars.

1867. What kind of oppression?—In the matter of paying for supplies and the occasional use by them of their Magisterial powers in making exactions.

1868. Do you wish to express any views regarding pay and furlough?—If reduction is necessary, there should be reduction in salaries over Rs. 1,000. To what extent that reduction should be made, I leave it to the Commission to decide. I would not undertake to fix it. As to the difference of pay between Europeans and Natives I think there are circumstances that justify a European getting more than a Native Civil Servant. But the difference ought to be given in the shape of some allowance. As to leave, those that wish to go to England to benefit their health, should have some privilege given to them.

Sir *Charles Turner.*

1869. You are a Sanskrit scholar of some note?—Yes, I have studied Sanskrit and I have taught it.

1870. Have you read the Vedas?—No. I have read the Vedantis and some Smritis.

1871. Have you read that portion of Mr. Mandlik's translation of the Mayuka, where, referring to Hindu customs, he shows that Hindus, when they first came to the south of India, were in what was to them a foreign country, and that they were allowed to relax some of their caste rules to suit their altered circumstances?—No, I have not read the book.

1872. Why do so many Brahmans take to education?—They belong to a race renowned for their intellectual superiority, and that intellectual superiority has all along been kept up.

1873. How are they able to take advantage of the education now given and pay the fees?—They command so much respect that other castes do not grudge them assistance if they need it.

Sir *Charles Turner*—contd.

1874 Has that assistance been freely given?—Yes.

1875. To what extent do you think Brahman under-graduates receive assistance?—I cannot say.

1876. Do other castes receive the same assistance in the matter of education?—No, other castes would not receive assistance. It is one of the peculiarities of Brahmans to take rather than to give. Seeking alms is one of their recognised methods of living.

WITNESS XXVIII—4th February 1887.

Examination of M. R. Ry. T. V. PONNUSWAMI PILLAI, Judge, Small Cause Court, Madras.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M. R. Ry. *T. V. Ponnuswami Pillai.*

1877. You are at present a Judge of the Small Cause Court and were formerly one of the Magistrates of the city of Madras, and before that you were a Subordinate Judge?—Yes.

1878. When did you enter the Public Service?—In 1855.

1879. As what?—As a writer in the Engineer's department, but my judicial service commenced in 1858. I was first appointed Civil Record-keeper, and in course of time I became Sheristadar and then Munsif and soon rose to be Principal Sudder Amin. I am also a Member of the Board of Examiners.

Mr. *Stewart.*

1880. Is the existing system of appointing Natives to the Statutory Service approved?—No.

1881. On what grounds?—Uncovenanted servants say that the Statute was framed in order to reward proved merit and ability in their ranks. And that the intention of the Statute has not been carried out. That is their ground of complaint. Other persons complain that the selection of candidates is not by competiton but by nomination.

1882. The disapprobation then is chiefly with the mode of selection?—Yes.

1883. Is any objection taken to the Statute itself?—No.

1884. Do you think the definition of the term "Native of India" sufficiently wide?—It ought to include all natural-born subjects.

1885. How would you propose to amend the rules in order to remove dissatisfaction?—In my opinion the Statute contemplated selection from the Uncovenanted Service, and dissatisfaction has arisen because the intention of the Statute was not fully carried out.

1886. Would you not like the Bar to have a chance?—Yes.

Mr. *Stewart*—continued.

1887. Suppose the Statutory Service is retained, would you insist that the young men selected for this service should go to England for training?—Yes, if they had not had sufficient training in the Uncovenated Service or at the Bar.

1888. For how long?—Two years.

1889. Have you known any of the Statutory Civilians?—Very few.

1890. Are they men of a different class from those who usually enter the Uncovenanted Service?—With one important exception, they are men who would enter the Uncovenanted Service.

1891. Is dissatisfaction felt at the existing system of recruitment for the Covenanted Service by competition in England?—I think there should be a competitive examination in India too. Dissatisfaction is felt with the system of recruitment.

1892. What change would you make?—I think there must be a change so as to admit of young men in India competing here.

1893. Would you keep to the present limit of age?—I would rather raise it to twenty-one or twenty-two years.

1894. If the competition is confined to England, would you approve of giving scholarships or passage money to encourage Natives to go there and compete?—That depends upon the number that would be selected to appear for examination.

1895. Supposing the examination continues to be held in England only, would you advocate any change in the subjects of examination or the marking of the subjects?—I should not like to give an opinion on that subject.

1896. Supposing your scheme of simultaneous examinations is adopted, would you have the examinations identical?—Yes.

Mr. *Stewart*—continued.

1897. Would you hold the Indian examination at one place or in different places?—In Bombay.

1898. Why?—Because that is nearer to London, and is more central, and it would be expensive to have examinations in different Provinces.

1899. Would you have one list for both examinations on which the successful candidates would be placed in order of merit or would you have separate lists for each examination?—I should have only one list.

1900. Would you send the successful candidates at the Indian examination to England for training?—Yes.

1901. For how long?—Two years.

1902. Do you know any Native Civilians who have entered the Covenanted Service of this Presidency?—Yes. I knew one, Mr. Rutnavelu Chetty. He was a very able and efficient man.

1903. Would you recruit the Uncovenanted Service from Natives of India or from all natural-born subjects of Her Majesty?—If the Covenanted Civil Service is thrown open to all Natives of India, I would throw this service open to all natural-born subjects of Her Majesty.

1904. How would you recruit for the posts of Tahsildars?—From the ministerial and subordinate staff in the Revenue Department.

1905. Would you adopt any other means of recruiting Tahsildars?—It would be inadvisable to make any man a Tahsildar all at once. He must have had some Revenue experience.

1906. Would you admit a B. A. on easier terms to the post of Tahsildar?—Not unless he had passed the Revenue test and had had some experience.

1907. What experience should a graduate have to enable him to perform the duties of a Tahsildar?—A study of the Revenue Regulations and Acts and the Board circulars, and he should have a good or a general knowledge of agriculture.

1908. How many years' actual departmental experience?—That depends on the candidate's qualifications. Two years should suffice.

1909. Besides that you would have him pass all the usual tests?—Yes, all the Revenue tests. It is always best to have men of some experience and acquainted with the work. For instance, the head munshi in a Collector's office is as good as any Tahsildar. He knows the work perfectly well. Such men could be made Deputy Tahsildars.

1910. How would you recruit Deputy Collectors?—From Tahsildars.

1911. Do you approve of the present system of appointing Munsifs from the Bar of the High Court and District Courts and the Ministerial Service?—Yes.

1912. And as to Subordinate Judges?—I would recruit them from Munsifs and from efficient men at the High Court Bar.

1913. Would you recruit from residents of the Province only?—I would give the preference to residents of the Province, because they know the habits and customs of the people best; but I would not lay down any hard-and-fast rule to that effect.

Mr. *Ryland.*

1914. You consider as foreigners, Europeans who may be the sons of officers who have performed very long and meritorious service in this country?—If they come under the definition of Europeans they must be so regarded.

Mr. *White.*

1915. Is there anything to prevent a European resident in this country from acquiring a domicile here for his son?—Nothing.

Mr. *Stewart.*

1916. Would you make any distinction in the pay of a Statutory Civilian and that of a Covenanted Civilian appointed to the same office?—I think it would be impolitic to make any distinction of the kind.

1917. Do you consider the salary which is now given to a Statutory Civilian when he enters upon probation (Rs. 200) sufficient to maintain him?—It is not sufficient to maintain his position.

M. R Ry *T. V. Ponnuswami Pillai.*

Sir *Charles Turner.*

1918. Do you think Natives would make good District Judges?—Some of them would; but that is a question I would leave Government to decide. There are some Native Judges who are quite as efficient as Europeans.

1919. Would they administer a district as efficiently?—They are all efficient as far as desk work goes. But even if they were efficient for administrative work, they would perhaps in other respects be disqualified for that work, for instance where physical fitness and courage were wanting.

1920. Do you think it desirable to have a European as Judge of a district for the sake of the support which his presence there gives to the Native Judge?—I do not think so. It would have been the case some ten or twenty years ago; as a class the Native Judges now command respect.

1921. Very often it happens, does it not, that the European Judge suggests that there should not be too many men of one caste in the ministerial offices of the subordinate court? Supposing the Judge considers that there are too many Brahmans in an office, if the Judge himself were a Brahman, might he not hesitate to give directions in the matter?—I do not think so. It may have been so before.

1922. Do you think there are many Natives at present who could be made District Judges?—Very few.

1923. Do you think there are Natives who could take charge of a district?—Not now. Perhaps in the rising generation qualified men may be found.

1924. Do you desire that Government should have the power of appointing Natives as Collectors?—Yes.

1925. Do you desire that the Statute restricting certain posts to Covenanted Civil Servants should be repealed, and the Government should have full power to put its servants where they think fit whether those servants have been recruited in England or in India?—I would object to such unlimited power being given to Government. It would only bring in inefficient men, and there would be an opportunity for favoritism and jobbery.

1926. You prefer to have some posts kept for the service recruited in England?—Yes, for the present.

Sir *Charles Turner*—contd.

1927. You do not desire to see any alteration in that system?—My wish is to have one service but not called "Covenanted."

1928. You consider there should be one service?—Yes, one "Civil Service" as distinguished from the "Military Service."

1929. Do you think it would be desirable to hand over the administration of this Presidency mainly to Natives, and that there should be a less number of Europeans of the Covenanted Service here than there is now?—Not at present.

1930. You would not reduce the number?—No, but in some districts where there are two Assistants, Head Assistants, Sub-Collectors, and Deputy Collectors, it may be possible to make a reduction.

1931 Do you think the staff of administrative officers is sufficient to supervise efficiently the work of the lower grades of the service in Madras? Do you think the Collector himself could go round the district and supervise the work in every Taluk?—There is a sufficient staff; but the area of districts in Madras is so large that you cannot expect the Collector to do such work in addition to his multifarious duties.

1932. Do you think the European staff is quite sufficient for the purpose?—If they do their duty.

1933. What sort of persons are the Tahsildars under the present system?—Good men, I believe, but there may be exceptions. As a body they are good.

1934. Have you heard complaints against them?—Yes.

1935. Of what nature?—Some complaints of inefficiency and bribery.

1936. Were those complaints well-grounded?—Sometimes.

1937. What sort of Magistrates do they make?—The majority of them do better than many Magistrates who exercise higher jurisdiction.

1938. Who are the Magistrates exercising higher jurisdiction that you consider less efficient?—I mean the Assistant and Deputy Magistrates who are newly appointed and invested with the same powers.

Sir *Charles Turner*—contd.

1939. Are Taluk Sheristadars good Magistrates?—I do not know much about them. It is only of late that Sheristadars have been invested with Magisterial powers. In many instances they do not exercise the power beyond remanding prisoners and adjourning cases during the absence of the Tahsildar.

1940. Do you know anything about the Magisterial work of the districts? — I know something of the work in districts where I have been.

1941. Do you know that Sheristadars exercise the jurisdiction of third class Magistrates?—In some Taluks they do.

1942. In all?—I do not know.

1943. Of how many years ago are you speaking?—I am speaking of about eight or nine years ago.

1944. Since then have you had no district experience?—Not much.

1945. You did not know that for many years the Sheristadars have had Magisterial powers?—I knew they had, but I did not know with what Magisterial powers they were invested.

1946. Were you ever employed in a Revenue office?—Never.

Mr. *Stewart.*

1947. If you heard one hundred complaints from the people of the country about Tahsildars, how many would you be disposed to believe?—I cannot tell.

Sir *Charles Turner.*

1948. Did you ever enquire into any such cases?—No.

Mr. *Stewart.*

1949. Knowing the character of the people and the frequency of the complaints, how many out of one hundred complaints would you think true?—I am sorry I cannot give an answer. I have myself heard very few complaints.

1950. Is not the Tahsildar peculiarly liable to have false complaints made against him?—Every public servant is liable.

Sir *Charles Turner.*

1951. Do you think that Tahsildars are more liable to have false charges brought against them than other Native officials?—Yes.

1952. Do you think they are more liable than Munsifs?—Yes, they are.

1953. Have you heard as many complaints against Munsifs as against Tahsildars?—No. If I may give an opinion, I would say that complaints against the judicial department are fewer than those against the revenue department. In fact complaints against the judicial department are comparatively rare.

1954. Which department contains the most highly educated men?—The judicial.

Mr. *Stewart.*

1955. Do not the peculiar duties of the Tahsildar make him unpopular. Has he not to collect the Revenue for instance?—They may, but I cannot say whether it is so or not. Mr. Raghunath Rao was the tax-collector in Madras, and I heard no complaints against him.

WITNESS XXIX—4th February 1887.

Examination of M. R. Ry. P. N. KAILASANAD MUDALIYAR, of Chingleput.

Vol. V. Sec. II. Madras.

M. R. Ry. *P. N. Kailasanad. Mudaliyar.*

Mr. *Stewart.*

1956. You belong to the Chingleput district?—Yes, I am a shrotriamdar in the Chingleput district.

1957. Have you been in Government service?—Never.

1958. Where were you educated?—At the Presidency College.

1959. How is the Statutory Service looked upon by the people of Madras?—With dissatisfaction.

1960. On what grounds?—The men appointed were not carefully selected.

1961. You have no objection to the Statute itself, but to the rules by which selections are made?—Yes. I object to the use that has been made of the Statute.

1962. What change would you make?—I would give appointments to men of proved merit and ability in the Uncovenanted Service.

1963. If the present system is retained, would you have the selected men go to England for a period of training?—They should certainly be required to go to England.

1964. Would you admit into the service Natives of Feudatory States?—Yes.

1965. Do you object to recruitment by competition in England?—I have no objection to it.

1966. Do the people generally disapprove of the system?—No.

1967. Do you recommend any change?—No.

1968. Dou you think there should be competition in India?—No, not in India.

1969. What is your reason for objecting to a simultaneous examination in India?—The candidates for the service should go to England and foreign countries and acquire merit, morality and ability.

1970. What do you think about the age?—I would raise the age from twenty to twenty-three years.

Mr. *Stewart*—continued.

1971. Would you alter the subjects of the examination?—Arabic, Persian, Sanskrit and other Native languages ought to be subjects of examination.

1972. On what point did you volunteer especially to give evidence?—I wish to point out that the combination of Revenue and Magisterial functions in the same officer is a cause of considerable inconvenience to the people. The Tahsildars, who are both Revenue and Magisterial officers, drag complainants, defendants and witnesses from one place to another place, and unless the parties go round the Taluk they cannot get proper decisions.

1973. You mean that in travelling about on their Revenue duties Tahsildars take cases with them, and compel witnesses and parties to move about with them?—Not only that, but they will not give proper relief. It would not be right for me to state the facts more explicitly.

1974. What do you mean?— I mean that if you want speedy justice you must pay for it.

1975. Have you any personal experience of this?—Yes.

1976. You mean to say that a certain Tahsildar tried a case in which you were concerned and that you did not receive justice?—Yes.

1977. And you think then, for many reasons, that Magisterial should be separated from executive functions?—Yes.

1978. And then?—Their Magisterial functions leave them no time for the efficient performance of their Revenue duties. Collectors of Revenue should not have Magisterial powers.

Sir *Charles Turner.*

1979. We are not here to enquire into the efficiency of the administration except in so far as it bears on

Sir *Charles Turner*—contd.

the most desirable methods of obtaining officers for the Civil Service, and how a larger share of appointments in the Covenanted Service may be given to Natives, have you any opinion on these points?—Except Councillors of Government, Members of the Board of Revenue, Chief Secretaries, Under-Secretaries, Accountants-General, and Collectors, and perhaps also Civil Judges, all the other employments may be given to Natives.

1980. What is your shrotriam worth a year?—Rs. 1,700.

1981. Have you had any trouble about the Waste Land Rules?—Yes.

1982. Difficulties have arisen in Chingleput?—Yes.

1983. The mirasidars did not pay revenue for the whole of the land they claimed as lying within their estates?—Yes.

Sir *Charles Turner*—contd.

Mr. *Nulkar*.

1984. What is your age?—Sixty-four.

1985. Have you any children at school now?—My son failed in the F. A. examination.

1986. How old is he?—Twenty-four.

1987. What does it cost a father now to educate his son up to B.A.?—Until he passes the matriculation course, Rs. 20 per term. Afterwards the fees increase for the F. A., B. A. and B. L.

1988. Was education cheaper in your days?—Yes.

WITNESS XXX—5th February 1887.

Examination of R. BRANSON, Esq., Solicitor, Madras.

Sir *Charles Turner.*

Vol. V. Sec II. Madras.

R. Branson, Esq.

1989. You are a solicitor of the Madras High Court?—Yes.

1990. And you appear as a delegate from the solicitors of that court?—I do.

1991. I believe you were born in this Presidency?—I was.

1992. How long have you practised as a solicitor?—Since April 1865.

1993. On what point do you wish to give evidence?—I am deputed to inform the Commission of certain resolutions which have been agreed to by the attornies and solicitors of the local High Court at a meeting held by them on the 1st February.

The Hon'ble Mr. *Quinton.*

1994. Are there any Native attornies practising in Madras?—Yes.

1995. How many?—I cannot give you the exact number, but I should say there is a larger number of Native than of English attornies, possibly there may be a dozen. When I say English attornies I mean Englishmen who have been admitted out here as well as attornies who were admitted in England before they came out to practise here.

Sir *Charles Turner.*

1996. How many attornies are there altogether?—Between forty and fifty.

1997. Do the Native attornies pass an examination?—Yes; the examination prescribed by the rules of the High Court.

The Hon'ble Mr. *Quinton.*

1998. Does that differ from the pleaders' examination?—Lately the examination prescribed has been the pleaders' examination. Formerly two officers of the Court were appointed to examine articled clerks who presented themselves for that purpose. They must also have served under articles. It used to be for a period of four years, but I believe in consequence of the Colonial Attornies Act the period has been extended to five years in India. All those who commenced service in articles after the establishment of the High Court served for four years in articles.

The Hon'ble Mr. *Quinton*—contd.

1999. Do the attornies plead?—Yes, on the Appellate Side of the High Court and in the Police and Small Cause Courts, and they are entitled to appear in the District Courts.

Mr. *Stewart.*

2000. Do the attornies as a rule possess a fair knowledge of the vernacular?—Most of them do.

2001. But do the European attornies possess that knowledge?—I know that many of those who have come out from England have studied the vernaculars and are very fairly acquainted with them.

Sir *Charles Turner.*

2002. Do you think, speaking generally, that an attorney would obtain practice in Madras unless he was acquainted with the language?—I do not think he would. There are some who do not know the language, and have to rely on interpreters, which is not a very satisfactory way of conducting your business.

Mr. *Stewart.*

2003. Do you think it would be for the benefit of the Government and the

Mr. *Stewart*—continued.

public to appoint an attorney who does not possess a good knowledge of the vernacular to a post in the mufasal?—I should see no great objection to it. Most of the courts have interpreters tatached to them. In most of the courts I have practised in there were interpreters, but whether official interpreters or not, I cannot say.

Mr. *Nulkar.*

2004. At present a knowledge of one of the vernaculars is required from a candidate for such an appointment, would you alter the rule in favor of solicitors?—No, I would have it continued, and would require solicitors to pass in the vernaculars if they wish to take service in the judicial branch. I think it is necessary that a judge should know the language.

Sir *Charles Turner.*

2005. Would you have them pass by the higher standard?—I would have them pass an examination to show that they possessed a colloquial knowledge of the vernacular.

2006. Is it not sometimes the case that the Judges have to decide whether a written document is or is not genuine, and is it not also the case that a person is not expected to have a very accurate knowledge of a written vernacular unless he has passed the examination by the higher standard?—I think such a person would possess quite as much knowledge of the language as a good many of the officials who are at present employed in the judicial service.

2007. Is the English language often used in up-country courts now?—I cannot give any opinion on that point because I hardly ever practise away from Madras. In such courts as I have been English has been the language used, with one exception where the proceedings were carried on in Tamil.

2008. You have practised sometimes in the district courts?—Occasionally I have appeared before a district court.

2009. Would it, do you think, be desirable to abolish all the Covenanted

Sir *Charles Turner*—contd.

District Civil Judgeships?—I do not think it would

2010. Why would you object to it?—Because I think the District Judges, so far, at least, as I have been able to judge, are men who are quite equal to their work and are a good class of men to continue in that work.

2011. Do you think they exercise any influence over the subordinate judiciary?—I cannot tell.

2012. Is there any other point on which you have evidence to offer?—None, except to suggest that the public service should be open to all Her Majesty's subjects equally.

ANNEXURE.

1st February 1887.

PRESENT.

R. Branson.
W. Branson.
H. King.
J. Short.
S. Teagaroya Iyer.
M. Dunhill.
E. Burton.
R. Atkinson.
W. Morgan.
Soobiah Chetty.
M. O. Alasingara.
S. Biligiri.
A. Champion.
D. Grant.

"RESOLVED that the existing arrangements meet the convenience of the public and should be continued.

"Proposed by Mr. Dunhill and seconded by Mr. Champion that Mr. Morgan take the chair.

"Proposed by Mr. Champion and seconded by Mr. Biligiri, that the Chairman be requested to write to the Secretary of the Commission and inform him that the attornies are desirous of expressing their views upon certain public matters affecting their profession before the Commission, and to know if the Commission would hear any delegate from their body.

Annexure—continued.

"Proposed by Mr. W. Branson and seconded by Mr. King that the views of the profession to be placed before the Commission shall be to the effect that the judicial branch of the public service, Covenanted as well as Uncovenanted, throughout the country, be open to attornies equally with other branches of the legal profession.

Passed unanimously."

Annexure—continued.

WITNESS XXXI—5th February 1887.

Examination of A. CHAMPION, Esq., Solicitor, Madras.

Sir *Charles Turner.*

2013. You are a solicitor of the Madras High Court ?—I am.

2014. Are you also a solicitor of the High Court of Justice in England ?—Yes.

2015. And you served your articles in England ?—I did.

2016. Do you appear here on your own behalf or as a delegate from the solicitors of Madras ?—As a delegate from the solicitors of Madras.

2017. What point do you particularly wish to bring before the Commission ?—The question of opening up the judicial department of the public service to the legal profession including that branch of it which I represent.

2018. How many years have you been in practice here ?—Nearly eighteen years.

2019. And during that time I suppose the number of attornies has very considerably increased ?—The number of attornies who have passed the examination locally has ; but I do not think the number of English attornies has increased.

2020. Has there been a large accession of Native attornies ?—Yes. I do not think there was one Native attorney practising here when I first came out, now there are several.

2021. What posts do you think attornies as a class would be eligible to fill ?—I think there are some who would be capable of filling any judicial post. I do not of course refer to the High Court Bench.

Mr. *Stewart.*

2022. Why not the High Court Bench also ?—There might, perhaps, be one or two who would make good Judges even there.

Sir *Charles Turner.*

2023. Would attornies of ability think it worth their while to accept subordinate judicial posts ?—An attorney in good practice would not perhaps care to accept a post low in the service.

Sir *Charles Turner*—contd.

2024. Subordinate Judges get from Rs. 500 to 800 a month ?—I think there are some attornies who would take that rate of salary, especially if there was any prospect of advancement.

2025. Munsifs get from Rs. 200 to 500 ?—Some Native attornies would take that, and would I think be well fitted for the post.

Mr. *Stokes.*

2026. Is there anything to prevent Native attornies taking such posts even now ?—I believe the High Court can appoint them, but it has never yet done so.

Sir *Charles Turner.*

2027. Have any Native attornies applied for Munsifs' posts ?—Yes, my own articled clerk did.

2028. Had he then served his articles ?—Yes, he had been my managing clerk for over two years after serving his articles.

2029. Are you aware of the class from which Munsifs are appointed ?—Yes, Vakils of the High Court and district courts and officers who have served for some years in ministerial posts in court.

2030. Have they, so far as your experience goes, made fairly competent Judges ?—I think so.

2031. Are attornies ever appointed to the Presidency Small Cause Court ?—There has only been one such appointment. An attorney has taken the Acting Chief Clerkship of that Court.

2032. Is there anything to prevent their being appointed to the Small Cause Court ?—I believe not.

2033. Or to the Presidency Magis-

Sir *Charles Turner*—contd.

tracies?—They have never been appointed Presidency Magistrates.

2034. Are not such posts open to them also?—I do not know. I think the only appointments that have been held by attornies since I came here, are the Assistant Registrarships of the High Court, the office of Registrar on the Original Side, and the Official Assigneeship, but these are scarcely judicial appointments.

2035. Have you practised much in the mufasal?—A good deal.

2036. Do you know anything about the work of the District Judges of this Presidency?—Merely as appearing before them.

2037. Do they enjoy the complete confidence of the people?—On the whole, they do.

2038. Do you think that the presence of a European Judge in a district is an advantage?—A decided advantage.

2039. Why do you consider it so?—I think the Native community look up to the European Judge and have more confidence in his decisions. I have heard many Native suitors say that if they had a choice they would rather go before a European Judge.

2040. Have you resided in the mufasal at all?—No.

Mr. *Ramaswami Mudaliyar.*

2041. Have you heard the same sentiments expressed by suitors in civil cases?—Yes, both in civil and criminal cases.

Sir *Charles Turner.*

2042. Is there any other suggestion you would like to make?—There is one other point I should like to mention, and that is that the joining together of Revenue and Criminal Judicial work in the mufasal is very often a source of extreme inconvenience to suitors and persons who have to attend before the Magistrate or Assistant Magistrate.

2043. All that we are appointed to do now is to take evidence on the question of the recruitment of the public service. We are to report how the public service in this country can be best recruited and of course, incidentally, we have to determine whether one method of selection or another has produced better results, but beyond that, we ought not to go. I will therefore ask you to confine the information you may have to give us at present, as far as possible to the subject of recruitment, and to the relative excellence of any system as it bears on that subject. The Native Judiciary are now nominated by the High Court, are you satisfied with them?—Yes.

2044. Does that system give good results?—Yes.

2045. Do you think better results could be produced by any other system?—I think not, except that it might be an advantage if the selections were generally made from the profession. I think it would raise the tone of the service, and I think that a man who has been trained as a lawyer is more likely to make a good Judge or Magistrate than a ministerial officer of a court would be.

2046. Is it not very desirable to have men at the head of offices attached to courts on whom you can thoroughly rely?—Yes.

2047. Are not influences sometimes brought to bear, or attempted to be brought to bear on the ministerial officers of the courts in order to impede the issue of process?—Yes, I have frequently had to go direct to a Judge and complain.

2048. Is it not most important that you should have, in the ministerial offices of courts, men on whom you can thoroughly rely?—Decidedly it is.

2049. And do you not think you would promote that end by holding out to the ministerial officers of the courts who have passed the same test as members of the profession, a prospect of promotion to Munsifships?—I think it would be a great pity to check that natural ambition of a subordinate to rise to the higher grades of his service. It is not the desire of the attornies here that any preference should be given to them.

2050. You do not desire that appointments in the judicial branch should be made exclusively from members of the profession?—Decidedly not.

Mr. *Stewart.*

2051. How many European solicitors in Madras are sufficiently well acquainted with vernacular languages to carry on a conversation with a Native?—If you mean by European solicitors those who have come out from England to practise here, I think I am the only one who knows anything about the language.

Sir *Charles Turner.*

2052. How many English solicitors are there here?—Three or four.

Mr. *Stewart.*

2053. Would you require an attorney to undergo any vernacular test before appointing him to a District Judgeship?—I should say it would be very desirable to do so. I have met a Judge, whose language was Tamil, officiating in the Telugu country and *vice versa*, and I think that for ordinary purposes, except perhaps in a case of suspected forgery in a written document, a colloquial knowledge is infinitely better than a mere book-knowledge, because it is the colloquial language which is spoken in the Courts. But I certainly think that any professional man, be he barrister, vakil or attorney, who desires to enter the judicial branch, should submit to any reasonable test, and should in no respect have any advantage given him over any other class of candidates for the same office.

Mr. *Stewart*—continued.

2054. What proportion do the attornies who have served their articles in England bear to the rest of the attornies here?—Not more than one-fourth, perhaps not that.

2054½. Have you anything else to add?—No.

WITNESS XXXII—5th February 1887.

Examination of the Hon'ble T. RAMA RAO, B. A., B. L., Member of the Legislative Council; Vakil, High Court, Madras.

Sir *Charles Turner.*

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The Hon'ble T. *Rama Rao.*

2055. You are a Member of the Legislative Council of the Governor of this Presidency?—Yes.

2056. For how many years have you been a vakil of the High Court of Madras?—Twenty.

2057. Where were you educated?—In the Presidency College before the University was established here. I have taken the degrees of B. A. and B. L.

2058. You are a member of the Senate of the University?—Yes.

2059. And you have from time to time been Examiner in the law examinations?—Yes.

Mr. *Stokes.*

2060. Is the present system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Service, approved in this Presidency?—If you mean by the general public, I do not think they have any opinion on the matter, but if you mean by the educated portion of the Native community, I do not think it is regarded with favor.

2061. What are the grounds of disapprobation?—The disapprobation, I think, is mainly directed against the mode of selection. I do not think there is anything in the Statute except the general definition of Natives of India that is objectionable.

2062. How would you propose to amend the mode of selection?—I propose that if the service is retained it should be recruited from (1) persons of proved merit and ability in the Uncovenanted Service, (2) persons of proved merit and ability in the legal profession, and (3) by a system of limited competition and nomination.

The Hon'ble Mr. *Quinton.*

2063. Do you mean by nomination from among persons who have passed a competitive examination?—I mean that persons who are neither in the service nor in a profession, should send in their applications for admission to the service to a Board consisting of representative members of the community, Native and European, who should be empowered to make selections from the names sent in to them, the selected candidates being required to pass a competitive examination for the appointments.

Mr. *Stewart.*

2064. Would all the competitors be young men?—Yes.

2065. Would you leave any room for men who had served with distinction in important posts in Native States?—I have not thought over that matter, but at present I see no objection to the appointment of such persons.

Mr. *Stokes.*

2066. Having selected the men for the appointments, would you send them to England for training?—I would not compel them to go, but facilities might be given to those who were willing to go.

2067. Would you increase the number of appointments at present reserved for the Statutory Service?—Yes, I would raise it to one-third of the whole number of Covenanted posts.

Mr. *Nulkar.*

2068. What is your objection to the present definition of the term Natives of India?—Under the present definition four things are requisite, (1) birth in British India, (2) domicile in

Mr. *Nulkar*—continued.

British India, (3) that the parents should have been habitually residing in British India, and (4) that such residence should not have been for temporary purposes only. I would not make birth in British India a necessary qualification. My definition of a Native of India would be any person having his domicile in British India or in a Native Feudatory State in India and having parents habitually resident here and not for temporary purposes only. The difficulty about birth is this:—Suppose a Eurasian goes to England and happens to have a son born there, according to the present definition his son is not a Native of India.

Sir *Charles Turner*.

2069. Why would you exclude Europeans?—I would not exclude Europeans if their parents were habitually resident here and they had themselves become domiciled here.

2070. Why would you have even that restriction?—Because non-domiciled Europeans have the Covenanted Service open to them.

2071. But is it not open to Natives also?—Not as the Uncovenanted Service is open to them.

2072. Is it not open to all Her Majesty's subjects?—That is true in theory but in practice a Native finds it very difficult to enter it.

2073. The reservation of certain posts for the Covenanted Service was not intended for the benefit of a single class, but for the benefit of the service?—I admit that.

2074. And if the disadvantages felt by Natives in entering it are minimised, do you see any reason why all classes of Her Majesty's subjects should not be admitted into the Statutory Service?—Not, if they are fit for it.

2075. You say you would entrust the nomination of candidates for this service to a Board. We have already made several attempts in the University to constitute a Board to nominate examiners. First we had a Syndicate, then we had a Board elected by the Fellows to make nominations from which the Syndicate might select. Have

Sir *Charles Turner*—contd.

either of these Boards given general satisfaction?—Not much.

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2076. Then why do you think that the nominations of a Board such as you propose would give more satisfaction than those which the Government might make?—It entirely depends upon the character of the persons constituting the Board. If they are persons who have little or no knowledge of the people in the mufasal, they will be useless, but if they are persons who know something of the character of the people and are in a position to make independent enquiries, the Board might have a good result.

The Hon'ble *T. Rama Rao*.

2077. Was not the Board elected by the Fellows of the University composed of gentlemen of whom some personally knew all the gentlemen who might be deemed qualified to be Examiners in this Presidency?—Yes.

2078. And yet it failed to give satisfaction?—It was at any rate much better, and gave more satisfaction than the system which preceded it.

2079. Did it not nominate almost identically the same men that had been nominated by the Syndicate?—Yes.

2080. How do you propose to constitute your Board?—I would appoint persons to represent the Hindus, Mahomedans, Europeans and Eurasians.

2081. Who is to appoint to the Board?—The Government.

2082. Do you not think that if the nominations were made by a Board, very considerable solicitation would be used by the friends of young men to obtain nominations?—That would depend entirely on the character of the persons forming the Board.

2083. Why do you object to nomination by Government?—Government has not sufficient opportunities of judging the character of the candidates.

The Hon'ble Mr. *Quinton*.

2084. Would it not be open to Government to consult the men whom it would nominate to the Board as to the character of candidates?—Possibly it would but there is a

The Hon'ble Mr. *Quinton*—contd.

prevailing feeling that a great many of the appointments made by Government are the result of favoritism.

The Hon'ble *T. Rama Rao.*

Mr. *Stokes.*

2085. Do Natives of India labour under any, and what disadvantages with regard to the present system of recruitment for the Covenanted Service?—Natives of India labour under great disadvantages in regard to the present low limit of age, and in consequence of the religious scruples entertained by the higher class of Hindus. As regards this latter disadvantage, it is quite true that these prejudices are disappearing, still they are so deep-rooted that it will take a good many years yet before you will be able to induce parents belonging to the higher castes of Hindus to send their boys to England.

2086. By what changes would you propose to obviate these disadvantages?—I would raise the age to twenty-three, and I would hold simultaneous examinations in both countries.

2087. Would you hold your Indian examination at more centres than one?—No, only at one centre. I am not particular as to the place.

2088. Would it be a purely competitive examination?—It ought to be so but for years to come it will be necessary to have a limited competition.

2089. In what way do you propose to limit it?—In the same way as I have suggested with regard to the Statutory Service, that is to say, a Board to make the selections, and the nominees to undergo a competitive test.

2090. Would such a system be likely to satisfy the demands of the people of Madras?—It might not. But I think the circumstances of the country require it. Of course a purely open competition is the system which would best please the educated portion of the community.

2091. Would you insist on the successful candidates at the Indian examination being sent to England for special training?—No. I would leave it entirely to the option of the candidates, but to those who showed themselves willing to go, some facilities might be given.

Mr. *Ramaswami Mudaliyar.*

2092. You propose to reserve one-third of the entire number of appointments for the Statutory Service and you say you would have a competitive examination among the candidates for that service and also a competitive examination among the candidates for the Covenanted Service. Why would you have two sets of examinations?—My opinion is that people who have undergone the less severe examination for posts in the Statutory Service ought not to get the higher appointments, which should be reserved for those only who have undergone the more severe examination for the Covenanted Service.

2093. The Statutory Service, then, would be a sort of intermediate service between the Covenanted on the one hand and the Uncovenanted on the other?—Yes, and a field for the promotion of men of distinguished service in the Uncovenanted Service and men of high birth and position; of those people in fact who complain that their claims are not recognized at present.

2094. Then you would only reserve one-third of the lower appointments in the Covenanted Service?—Yes, I make a distinction however as regards the judicial service, which, as at present constituted, does not give satisfaction. I would throw open all judicial appointments to both Europeans and Natives, but, as regards Natives, I would confine the selection to persons who have proved their ability in the legal profession and to distinguished members of the subordinate judiciary.

2095. Would you recruit your District Judges exclusively from those two classes?—No. I would throw open these appointments to all.

2096. Would you class the judicial appointments in the Statutory or the Covenanted Service?—They would be classed among the Statutory appointments.

2097. So that in your Statutory Service you would have some higher appointments also?—Yes, in the judicial department.

2098. Then why would you have two competitive examinations?—One

Mr. *Ramaswami Mudaliyar*—contd.

would be of a higher standard than the other.

2099. But why have an inferior examination?—Because it would be unreasonable to expect people who have distinguished themselves in the Uncovenanted Service or who have served in the judicial branch for some time, to undergo an examination in order to become a District Judge.

2100. But why not admit them to the Covenanted ranks direct?—I should have no objection to its being done, provided Government thought fit to throw open all posts in the Covenanted Service, such as Collectorships and seats in the Board of Revenue, to Natives.

2101. Do you wish Government to do so?—That would greatly depend on political considerations. If the Government threw open these appointments to Natives, it would, in effect, be doing away with the distinction between Covenanted and Uncovenanted.

2102. Would you admit Natives who had been unsuccessful in the Indian competition for the Civil Service to the higher Uncovenanted Service on the same footing as their European colleagues?—Yes.

2103. Then why would you have a Statutory Service recruited by competition?—That would be for the younger men.

Mr. *Nulkar*.

2104. You say you would have a limited competition among selected candidates for the Indian Civil Service?—That is, the intending candidates would send in their names to a Board, who would select such of them as they thought fit to appear in the competition.

2105. On what principle would the Board make their selections?—They would have regard to physical fitness, moral character, and social status.

2106. Then you would apply tests to the candidates who appeared at the Indian examination which would not be applied to the same candidates if they chose to appear at the English examination?—Certainly. The circumstances here are totally different from those of England. In England there is but one nation, here we have tribes and nationalities, sects and castes; we must adapt our system to our circumstances; we cannot import the English system into India.

Mr. *Nulkar*—continued.

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The Hon'ble *T. Rama Rao*.

2107. But how do you justify this distinction, having regard to the Acts of Parliament and the Queen's Proclamation?—All I say is that Government must select the best servants it can, and in order to do this I would appoint a Board.

2108. Would you exclude a man from appearing at the examination in India on grounds which would not debar him from competing in England?—There is no law which says that persons who do not possess the confidence and who do not command the respect of the people, should be appointed to posts of dignity and responsibility. Suppose out of charity I give my coachman a few rupees every month in order that he may have his son educated, and suppose the man's son appears at the examination and succeeds and is appointed to one of the higher posts in the administration, what respect would he command from me. Take the case of some Zemindars,—a Zemindar gives a few rupees every month to his servant in order that he may have his son educated. The young man goes to college and passes the Civil Service examination and is appointed Collector of the very district in which this Zemindar has his estate; what respect would he command? In a country where there are so many castes and social distinctions, we must look to the position which a man holds in society before we entrust him with high office.

2109. Is any test of social fitness applied to the students resorting to the educational institutions here?—No; but education is a different thing from getting high appointments in the public service. Every man has a right to be educated, but every man has not a right to hold the higher appointments in the public service, unless he commands a certain amount of respect in society, and unless the

Mr. *Nulkar*—continued.

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The Hon'ble *T. Rama Rao.*

Government and the people place confidence on him,

2110. Then you would disregard social distinctions when it is merely a question of education, but not when it is a question of whether a man shall have the privilege of serving his country?—Yes, and I think the principle is applied in every civilized country.

Mr. *Ramaswami Mudaliyar.*

2111. Cannot any man become a vakil of the High Court here?—Yes.

2112. And if he distinguishes himself may he not attain to a seat on the High Court Bench?—Yes.

2113. You would withdraw from the Uncovenanted Service one-third of the posts now allotted to that service and yet you would make no reservation as regards any of the judicial posts?—Quite so.

2114. Then what posts do you reserve for the Covenanted Service?—They have still the administrative appointments.

2115. So that Natives would have very little to encourage them to go to England to compete for the few posts reserved for that branch of the service?—They might compete for them.

2116. Would you disintegrate the Covenanted Service altogether?—That would certainly be the result.

The Hon'ble Mr. *Quinton.*

2117. You say you would not admit pure Europeans into the Statutory Service, because the Covenanted Service is already reserved for them; why then would you have a simultaneous examination in India for the Covenanted Service?—If the Statutory system is to be done away with altogether, then I would have a Civil Service examination here for the people of India; but even if the Statutory Service be retained and enlarged, the appointments reserved for the Covenanted Service being reduced, I would still have simultaneous examinations in both England and India so that Natives who wished to enter the higher service may have an opportunity of doing so.

The Hon'ble Mr. *Quinton*—contd.

2118. That is to say your object in having an examination in India would be to admit men who might afterwards prove themselves eligible for the higher appointments?—Yes.

2119. Why would you encourage men to go to England?—Because it is generally supposed that a few years' stay in England would give them greater firmness and decision of character, and it would also enable them to see more of the administration as it is carried on in England than they would be able to do in India.

2120. And you think they would thereby become more efficient public servants?—Yes.

2121. So that under your scheme we should have a competitive examination in India in order to bring in less efficient men than we should otherwise get?—Not less efficient, though no doubt the men who went to England would get a better political education.

2122. Have you ever resided elsewhere than in Madras?—No.

2123. Would you have provincial competitions or only a single competition for all India?—I would have one competition for all India.

2124. In that case might not one Province have greater advantages than another?—It might be so. But that would be the result of every open competition.

2125. Is it desirable that the residents of any one Province should preponderate in the public service?—The object of the Government is to get the most efficient men, and we ought not to allow that principle to be lost sight of in a desire to favor a more backward class. Moreover, by having a competition open to all a stimulus would be given to the backward Province.

2126. By most efficient, do you mean highly educated?—Yes.

2127. Does it follow that a highly educated Madrasi would make a more efficient Deputy Commissioner in the Punjab than a less highly educated Punjabi?—He might be a little wanting in experience at first, but by undergoing a period of pro-

The Hon'ble Mr. *Quinton*—contd.

bation before appointment, he might be made efficient.

2128. Who are the classes that most freely resort to the schools here?—Brahmans.

2129. Do Sudras take much to education?—They do.

2130. Are boys in the schools here differently treated according to their caste?—No.

2131. Do they all sit together on the same benches without regard to caste distinctions?—Yes.

Sir *Charles Turner*.

2132. Do you personally entertain any feeling of reluctance to going to England?—Personally I do not entertain any such feeling.

2133. On what is the feeling founded?—On some idea originated in the old Hindu Shastras, that if a person takes a sea voyage he loses his caste.

2134. Do the Shastras say so in so many words?—Yes.

2135. Where?—I am not prepared to give the text, but that is the opinion. A man cannot take his meals on board a steamer.

2136. Is that also said in so many words?—That is the prevailing opinion.

2137. Could you furnish us with the text?—I will try and do so.

2138. We have heard that there are certain arrangements respecting food which it would be difficult, but apparently not impossible to make on board ship or in a foreign country?—I have heard orthodox Brahmans say that the very idea of going to sea was repugnant to them.

2139. Were these orthodox Brahmans well read in the Shastras?—Yes.

2140. Will you ask them to favor us with the text of the prohibition?—Yes.

2141. Do they not go by sea from Madras to Vizagapatam and sometimes to Calcutta?—Not very orthodox Brahmans. Sudras do go by sea when they go to Vizagapatam, but that is a journey which can be finished in a day or two, so that they need not eat anything at all.

Sir *Charles Turner*—contd.

2142. The journey from Madras to Calcutta occupies two or three days, do Hindus who undertake that journey eat nothing the whole way?—Orthodox Brahmans do not. I have done it my self.

The Hon'ble *T. Rama Rao*.

2143. Is it not a fact that now-a-days very many Brahmans in the highest castes do not observe caste rules with the same strictness as formerly?—Certainly.

2144. Even in the matter of eating and drinking?—They may do these things in private, but I do not think they can do them in public.

2145. Does it not appear to you that the men who in private break caste rules and are afraid to do so in public, are quite unfit for high office. For instance where a capital sentence has to be passed, do you think that men who are so particular about caste rules in respect to eating and drinking would be perfectly uninfluenced by the stronger caste rule against the shedding of blood?—There is the law and we must administer it.

2146. Are there not also old religious rules which are binding on the Sudras?—Yes.

2147. There is a rule, for instance, which requires that they should perjure themselves to save a Brahman?—Yes.

2148. Those rules have long been more honored in the breach than in the observance I believe?—Yes.

2149. Do you not think that in a very short time this reluctance to going to England will have been overcome?—No doubt it will.

2150. Have not several men been to England from this Presidency?—Many have.

2151. Have not several Rajas and Zemindars been to England?—Not any from southern India.

2152. You say that in this part of the country great consideration must always be paid to high birth?—I did not say great consideration, but some consideration.

2153. Do you know the history of the founder of the Tippu dynasty in Mysore?—Yes.

The Hon'ble *T. Rama Rao.*

Sir *Charles Turner*—contd.

2154. You will admit that notwithstanding a humble origin men have attained to great power in India?—No doubt there are a few exceptions, but very few.

2155. Do you mean by high birth that the candidates should be required to possess good manners?—That is not all.

2156. You deem it desirable that they should have an English education?—Yes.

2157. Have you seen any of the Natives who have been to England and returned?—Yes.

2158. Do you think they have derived considerable benefit from their stay in England?—Not on the whole, according to my experience.

2159. Do you think that very much of the advancement made by India within the last eighty years has been due to the introduction of English institutions?—No doubt. The objecjection I have is to sending young men to England without any control over them and with money in their hands. Such men are more likely to acquire vices than virtues.

2160. You are perhaps aware that there is a society in England the object of which is to take charge of young boys. I believe you yourself are a member of that society?—Yes, but notwithstanding the existence of this society, it is the case that most of those who have been to England and returned, whom I have known, were not very much improved. I am speaking of course of young men.

2161. Would it be possible for Indian parents to make arrangements in England for the proper supervision of their sons during their residence there?—If that could be done I should have no objection to their going, except on the ground of expense.

2162. Is not one of the complaints made against our existing system of recruitment for the Government service this, that there is very little sympathy between the governors and the governed?—That is so. People seem to think that the men who came from Haileybury College had greater sympathy with the Natives than the men who are brought out from England under the present system.

Sir *Charles Turner*—contd.

2163. Do you share that opinion?—I am not in a position to judge.

2164. Do you not think that this want of sympathy which is complained of is due very much to the fact that the most educated Natives have not had precisely the same education as the English Covenanted Civilian has had; and is it not also due to the difference in their respective habits?—The difference of habits has no doubt a great deal to do with it.

2165. Has not the difference in education also something to do with it? For instance, do you not think that educated Englishmen find very few educated Natives outside the Presidency towns with whom they can discuss subjects of general interest?—The question is rather whether, when they do find Natives of that stamp, they show a kindly feeling towards them.

2166. Do you think they do?—So far as my experience of Europeans in Madras goes, they treat us very kindly, and we are very friendly together, but there is a complaint in some quarters of a different state of things.

2167. Would not a common education in England very much increase the number of interests which Englishmen and their Native confreres in the service have in common?—Yes.

2168. Do you not think that in order to produce that concurrence of effort which is so essential to good administration, the English and Native Civilians should have, as far as possible, identical habits of thought?—Yes, but that can be acquired in India.

2169. At what institution in India do you think such a training can be obtained as is obtainable in an English public school?—At present we have no such institution.

2170. Do you think it necessary that Government should continue to enlist gentlemen from England for our educational service here?—Yes, for the higher branches of that service.

2171. Why in the higher branches?—Because the presence of Englishmen in the higher branches of the service gives a kind of stimulus to Natives. I say that even in the Civil Service it is necessary that the higher offices should be held by Englishmen for many years to come.

Sir *Charles Turner*—contd.

2172. Do you not think that the degree in which you will be able to reduce the number of Englishmen in the higher service will be precisely in the degree that you are able to educate Natives in the best habits and ways of thinking of Englishmen?—Yes.

2173. Would not that object be best served by getting Natives to study in England?—If the religious prejudices can be overcome.

Mr. *Stokes.*

2174. How would you recruit for the Uncovenanted Service?—I would divide that service into two branches, the higher and lower Uncovenanted Services. The lower service I would restrict to Natives of India and the higher should be open to all Her Majesty's subjects, through competition and nomination.

2175. Where would you draw the line between the higher and lower services?—The lower service should include all posts the pay of which is below Rs. 100 a month, and the higher branch all posts carrying a higher salary than Rs. 100.

2176. Would you allow men to rise from the lower to the higher service?—No

2177. Should the recruitment be by competition or nomination or by both combined?—By both systems combined.

2178. For all classes of offices?—Yes.

2179. Should it be made provincially?—As far as possible, but I would have no hard-and-fast rule to that effect.

2180. If the Statutory Service is abolished should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Certainly.

Sir *Charles Turner.*

2181. Do you think the system by which Munsifs and Subordinate Judges are recruited at present issatisfatory?—Much more so than the system which was in vogue ten years ago.

2182. Do you think it is the best system we could have?—Yes.

2183. You would not appoint to those offices by competition, for instance?—I would retain the existing system of nomination from among qualified persons.

Sir *Charles Turner*—contd.

2183½. Would you have competition for Deputy Collectorships?—Deputy Collectorships would be included in the higher branch of the service and would be recruited by nomination and competition.

2184. Would you have competition for Tahsildars?—Yes, among nominees.

2185. Is it not the case that Tahsildars should possess very considerable experience of practical work?—Yes. I would have the men selected by competition and nomination, and would then require them to undergo a certain probation in order to learn the work.

2186. And where would the selected men undergo their probation for Tahsildarships?—In the Revenue department in a Collector's office.

2187. Would mere office work be sufficient; would it not be necessary that they should go out into the fields and acquire experience of the actual working of the tahsil?—The system at present applied to young Civilians might be applied to them also.

2188. Would you have them serve their period of probation in a lower grade than that of Tahsildar?—Yes.

2189. I believe you have a son who is a Statutory Civilian?—Yes, he entered by competition. He had to undergo a preliminary examination with eighteen or nineteen other candidates, of whom some ten were selected including himself, and subjected to a most difficult examination, the selections being made out of the first five who passed.

2190. Have you any views to bring forward on the subject of pay and furlough?—Yes. I would suggest that the pay now given to the Statutory Civilian should be made more proportionate to their status in the service.

2191. What pay would you give them?—About 75 per cent of the Covenanted Civilians' pay.

Mr. *Ramaswami Mudaliyar.*

2192. Does your son find the initial pay of a Statutory Civilian sufficient for his needs as a mem-

Mr. *Ramaswami Mudaliyar*—contd.

ber of that service ?—Not at all sufficient. I have to supplement his salary with Rs. 200 a month out of my own income.

Mr. *Stewart.*

2193. Has he a large family to maintain ?—No, only himself and his wife.

Sir *Charles Turner.*

2194. Is there any other point on which you would wish to give evidence ?—I have simply to suggest that the higher posts in the judicial branch of the service should be open to members of the Bar.

2195. Is it desirable that District Judges should continue to be appointed from Covenanted Civilians ?—I would have the question put to the Covenanted Civilian on joining, whether he intended to adopt the Revenue or Judicial line, and if he elected to join the judicial, I would have him undergo a judicial training.

2196. Have not some of our very best executive officers made the best District Judges ?—Yes.

2197. And is not a thorough knowledge of the executive administration of the country of immense advantage to a Judge ?—Yes, but at the same time he should have a knowledge of law.

2198. Do not our Covenanted Civilians almost from the first day that they enter on their duties, commence Magisterial work ?—Yes.

2199. So that they have the opportunity of making themselves familiar with the law of Evidence ?—Yes.

2199½. Do they not also perform a considerable amount of judicial work in the Revenue Department ?—Yes, in disposing of summary suits and in conducting enquiries.

2200. Are you aware that Sir Henry Maine reported very favorably of the results of the legal training in England which Civilians undergo before they come to this country ?—I was not aware of that.

2201. Two years after a Civilian comes to this country he is invested with the full powers of a Magistrate,

Sir *Charles Turner*—contd.

is he not ?—Yes, after passing departmental examinations.

2202. Is not the work of a European Magistrate generally done satisfactorily ?—His criminal work is.

2203. In the administration of civil law he would have the knowledge of the law of Evidence which he acquired as a Criminal Judge ?—Yes.

2204. And would possess a knowledge of the same Codes which he worked as a Magistrate ?—Yes.

2205. And the same Revenue regulations and orders which he has already administered ?—Yes.

2206. Then there are only the Codes relating to civil procedure and special branches of law which he would have to study as a Civil Judge ?—Yes, but they include a great deal.

2207. Do you think a Barrister Judge fresh from England would have any greater knowledge of the duties of a judge ?—Perhaps not, but then I do not advocate the appointment of European Barristers fresh from England.

2208. Has not a European Judge in a district great influence for good or for evil ?—Yes, and in most cases for good.

2209. Do you think the Native subordinate judiciary would have the same independence of judgment if they had not a European Judge supervising their work from time to time ?—I do not think they derive much independence from the presence of a European Judge.

2210. In the case of a suit against a Collector, do you think a Native Subordinate Judge would do his duty with greater confidence if he knew that he had a European Judge at the head of the department in the district ?—As the judicial department is now constituted, I think our people have confidence in themselves and do their work without fear or favor.

2211. Is it not very important that the Civil Judges of the High Court should be fully acquainted with the Revenue administration of the country ?—Yes.

2212. Would you not lose the advantage of that special knowledge if

Sir *Charles Turner*—contd.

you compelled the Civil Judge at an early stage of his career to select the judicial department?—He might select the judicial department and still undergo a training as an Assistant Collector, and as soon as he had passed the departmental examinations and become a Head Assistant, he might be made a District Judge.

2213. Do you not think that, if such a system were introduced, all the best men in the Civil Service would select the Executive line, because the higher posts would then be open to them?—No doubt, but even so I do not think the judicial line would suffer.

Sir *Charles Turner*—contd.

2214. Under such a system would not the prizes of the service be more numerous and higher in the Executive than in the Judicial line?—Yes.

2215. And would not the result of that be ordinarily to attract the best men to the Executive line?—That is the case even now. Most men prefer a Collectorship to a District Judgeship.

2216. Is there any other point on which you wish to give evidence?—No.

WITNESS XXXIII—5th February 1887.

Examination of M. R. Ry. V. BASHYAM AIYANGAR, B. A., B. L., Vakil and Junior Professor of Law, Presidency College, Madras.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M. R. Ry. *V. Bashyam Aiyangar.*

2217. You are B. A. and B. L. of the Madras University and a vakil of the Madras High Court in large practice?—Yes.

2218. How long have you been a vakil?—Fourteen years.

2219. You are also Junior Professor of Law in the Presidency College, and a Fellow of the University representing the legal faculty in the Syndicate?—Yes, and I have also been an Examiner in many of the Degree examinations in law. After taking my B. A. degree I entered the public service in the Inam Commission department, then I joined the Registration department, holding the offices of Sub-Registrar and Special District Registrar at Tanjore for about six years. During that time it was part of my duty to go on tour and supervise the registration work of the Tahsildars. Subsequently I resigned Government employment and joined the Bar.

2220. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The existing system of appointing Natives as Statutory Civilians is regarded with disfavor by educated Natives. The Statute was passed in the year 1870, and the preamble to section 6 of the Statute raised hopes that Natives of proved merit and ability, who distinguished themselves in the Uncovenanted Service, would be appointed to posts reserved for the Covenanted Civil Service. But unfortunately the enacting part of the section did not give effect to the object declared in the preamble; and the rules framed under section 6 came into operation about 1879 and caused great disappointment, inasmuch as they virtually created a special and inferior branch of the Civil Service and did not ensure the appointment of Natives of proved merit and ability. The persons nominated had to begin as Assistant Collectors, and under such a system, persons who distinguished themselves in the Uncovenanted Service or in the legal profession, the very class of people contemplated by the Statute, were practically shut out from the Statutory Civil Service. The appointment of such persons would strengthen the Civil Service, and they would command the esteem and respect of the Covenanted Civilians; but the importation into that service of young men, however estimable they may be, who have yet to prove their merit and ability, can only tend to weaken that service and thus create a separate and inferior branch of the service. There is no reason to believe that they may not turn out as good as the majority of the Uncovenanted servants in the higher grades of that service, and probably some of them may also distinguish themselves as much as some of the members of the Uncovenanted service have done. But the average Statutory Civilian under the existing system is by no means likely to be equal to the average Covenanted Civilian, and will be decidedly inferior to a distinguished member of the Uncovenanted Service or of the legal profession. The principal feature of the Statutory system which, more than anything else, has caused great dissatisfaction among educated Natives in general, is the undue importance which it is supposed is attached by Government, in the selection of candidates, to the high birth of the candidate or the influential position of his family. The great majority of the educated Natives who, within the last twenty years, have distinguished themselves most in the public service and have attained to

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd.

the highest official positions both in the Birtish Service and in Native States, were born of very humble parents, and had no pedigree to boast of; and it will certainly be a retrograde step and one calculated to create widespread discontent among educated Natives to inaugurate a system of official patronage in favor of aristocratic families and thus shut out fair competition on the score of merit and ability. Distinction founded on race, religion or birth should in no degree regulate any scheme for the recruitment of the public service. An educated Native, whether a Hindu or Mahomedan, is seldom, if ever, actuated in the discharge of his public duties by sectarian or class bias and prejudices. The effect of English education in this respect has been marvellous.

2221. Are the defects of the existing system susceptible of remedy? If the provisions of the Statute 33 Vic. cap. 3, section 6, are not repealed nor substantially amended so as to take away the powers conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—I would recommend the entire abrogation of the rules, and the amendment of the Statute by providing, in the enacting part of section 6, that the person to be appointed shall be one whose merit and ability has been proved in the Uncovenanted Service or in the legal profession, and that the appointment should be made by the Local Government with the sanction of the Governor-General in Council, and by omitting that portion of the section which relates to the framing of rules. There should be no such separate service as the Statutory Civil Service; and the person to be appointed under the Statute, should as a general rule, be appointed to some one of the higher offices in the Civil Service. No proportion of Covenanted appointments should be reserved to be filled up under the Statute.

I would substantially retain the present Statutory definition of "Natives of India," omitting however that portion of it which prescribes that the person should have been born in India; it is

Sir *Charles Turner*—contd.

sufficient if the parents were habitually resident in India and not established there for temporary purposes only. I do not consider that there is any necessity for widening the definition, for under section 3 of 24 and 25 Victoria cap. 54, any person who has been residing for not less than seven years in India, though not a Native of India, may be appointed to a Covenanted post, subject to the conditions prescribed by that section and section 4 of that Statute. If persons who have distinguished themselves in the Uncovenanted Service or in the legal profession are to be appointed to the Civil Service, they need not be required to proceed to England for training, nor need they be specially encouraged to go to England.

Vol. V. Sec. II. Madras.

M. R. Ry. *V. Bashyam Aiyangar.*

Mr. *Ramaswami Mudaliyar.*

2222. Would you include subjects of Native States in the definition of Natives of India?—Under my scheme the subjects of a Native State in alliance with Her Majesty, who are members of the Uncovenanted Service, would be eligible for appointment to this service; and, under sections 3 and 4 of the earlier Statute, even a pure European is eligible for the service, provided he fulfils the conditions imposed by the Statute, and his appointment is approved by the Secretary of State. Therefore I see no reason for including subjects of Native States or Europeans in the definition given in 33 Vic. cap 3, sec. 6.

Sir *Charles Turner.*

2223. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and, if any, what change be made in that system?—No dissatisfaction is felt with the existing system of recruitment for the Covenanted Civil Service so far as it goes, but there is a great desire that Natives of decided merit and ability should be afforded greater facilities for competing for the Civil Service with Europeans. Under the existing system Natives of India have to go to England to compete for the Civil Service, and thus they are practically shut out from the competition, especially since the alteration in the limit of age.

Sir *Charles Turner*—contd.

The chances of success in a competitive examination being much less than in a pass examination, Natives can hardly be expected to go to England in order to compete, to say nothing of their caste prejudices and restrictions, and the enormous amount of expenditure they have to incur. The establishment of scholarships and allowance of passage money; the alteration in the limit of age; the addition of any particular subject to the subjects of examination, or the alteration of the maxima marks obtainable in certain subjects will hardly induce any appreciable number of Natives to proceed to England to compete for the Civil Service. They will be placed on a footing of equality with the Europeans in competing for the Civil Service only if the competitive examination is held simultaneously in England and in India. If the examination is so held in India, it should certainly be identical with that held in England, and it need not be held at more than one centre in India. Both the Indian and the English candidates should be selected in order of merit without apportioning a certain number of appointments for competition among the Indian candidates and a certain number for competition among the English candidates.

2224. Would you require the successful candidates at the Indian examination to proceed to England for training?—No, I do not think that the successful candidates should be required as a condition obligatory to proceed to England to complete their training. There could be no difficulty in holding the final examination also in India, and I do not think that any substantial advantage will be derived by a person going to England and studying there for a couple of years. If a person goes to England while he is young and remains there for several years and completes his education there, he will, no doubt, have received a much better education and training than he could possibly have secured in India; or if a Native whose character and powers of observation have developed, goes to England as a traveller, his mind may be enlarged and he may be materially benefited. But the case of a young man between the ages of nineteen and twenty-two proceeding to England for a couple of years is very different. In view of the disinclination of several classes of Natives to submit to such a condition and the small advantage to be derived by such short residence in England by one so young, and the possible temptations that may beset him in the absence of any supervision over him by his parents or relations, it does not seem, on the whole, worth while or expedient to insist upon the successful candidates going to England to complete their training. The limit of age should in any event be raised to twenty-two or twenty-three and the minimum age fixed at nineteen. If the holding of the competitive examinations simultaneously in England and in India be impracticable owing to the difficulty in conducting the *vivâ voce* examination of the Indian candidates, I would submit the following scheme for revising the Covenanted Civil Service and recruiting the same. I would amend the schedule of Covenanted appointments appended to 24 and 25 Vic., ch. 54, and restrict the schedule to the following appointments only :—

(*a*)—Secretaries to Government.

(*b*)—Accountants-General.

(*c*)—Collectors and District Magistrates.

(*d*)—Members of the Board of Revenue.

(*e*)—Secretaries to the Board of Revenue.

The appointments of Judges, Sub-Collectors and Joint Magistrates, Assistant Collectors and Magistrates, Junior and Under-Secretaries to Government, which are now in the list of Covenanted appointments would be included in the Uncovenanted Service, which should be divided into an upper and a lower Uncovenanted Service.

The upper Uncovenanted Service should embrace all appointments in the Revenue and Judicial branches of the service, of which the emoluments are Rs. 100 and upwards. The pay of all Sub-Magistrates, who now draw below one hundred rupees, should be raised to one hundred rupees. The upper Uncovenanted Service thus constituted

Sir *Charles Turner*—contd.

should embrace the following appointments :—

In the Revenue branch—

(*a*)—Sub-Magistrates and Deputy Tahsildars.

(*b*)—Tahsildar Magistrates.

(*c*)—Collectors' English Head clerks.

(*d*)—Collectors' Sheristadars.

(*e*)—Sub-Collectors' Sheristadars.

(*f*)—Deputy Collectors.

(*g*)—Assistant Collectors and Magistrates.

(*h*)—Sub-Collectors and Joint Magistrates.

(*i*)—Junior and Under-Secretaries to Government.

In the Judicial branch—

(*a*)—District Court Sheristadars.

(*b*)—Judges exercising the powers of the present Subordinate Judges and of Assistant Sessions Judges (under the C. P. C.)

(*c*)—Assistant Judges.

(*d*)—District Judges.

The competitive examination held in England should stand on the same basis as at present and be open to all British-born subjects including subjects of Native States in alliance with Her Majesty, and the successful candidates should be first entertained in the upper Uncovenanted Service and promoted thence to the Covenanted Service. Out of the Uncovenanted appointments, so far as this Presidency is concerned not more than seven District Judgeships, five Sub-Collectorates, eight Head Assistant Collectorates, ten Assistant Collectorships, five First Class Sub-Judgeships and five Assistant Judgeships should be reserved for Covenanted Civilians. The remainder of the upper Uncovenanted Service should be recruited partly by provincial competitive examinations, partly by nomination from the legal profession and partly by promotion from the lower Uncovenanted Service.

Under this scheme appointments in the Covenanted Civil Service would be open only to those Natives who passed the competitive examination in England, or who were specially nominated under the Statute amended as proposed above.

Sir *Charles Turner*—contd.

2225. Do you say you would not compel selected candidates to proceed to England for training in the event of an open competition being held in India ?—My opinion is that if a training in England is considered the best guarantee of a candidate's fitness for these appointments, then the better plan would be to hold the competition in England as it is now. So that there may be at least the chance that the Native candidate will have undergone a two or three years' training in some English school before the examination, as well as the subsequent special training ; but if by holding a competitive examination here you enable Natives to compete without going to England, I do not see what real advantage would be gained by compelling them to go to England merely for two or three years.

2226. But supposing it is made a rule that a successful candidate must reside at one of the English Universities ?—In that case I should not like to hazard the opinion that he would derive no benefit ; but I think that the benefit derived would be nothing like that which he would have derived had he gone to England at an earlier period of life and received his education there. I consider that less benefit will be derived by a man who goes when his character is already formed.

2227. Is your principal ground of objection the difficulty which the candidate would find in the way of observing caste rules ?—Not at all. I do not think you need pay any attention to caste prejudices.

Mr. *Nulkar.*

2228. Do you advocate the holding of a simultaneous examination in India ?—I can give no opinion on that point, because as yet I am not sure whether it would be practicable or not to hold the two examinations on the same footing. Personally I should deprecate any system under which the candi-

Mr. *Nulkar*—contd.

dates at the respective examinations would not be on precisely the same footing. If you can hold the Indian examination only by dispensing with the *vivâ voce* examination, I certainly do not advocate any such system. If I have been accurately informed the *vivâ voce* examination is intended to test the candidate's written replies, and is not a mere supplemental examination as it is when conducted in this University, and which we consequently mean to abolish. Presuming the *vivâ voce* examination in England to be of the former character, I do not think you ought to dispense with it.

Sir *Charles Turner.*

2229. As I understand it, the present system of *vivâ voce* examination in England is intended (1) to test whether the knowledge shown in the paper work is the result of mere memory or the result of an intelligent study of the subjects of examination : and (2) to decide between two or more candidates of nearly equal merit.—If the object of the *vivâ voce* examination is to choose between candidates who are bracketed together, then the candidate should be compelled to go to England to undergo the *vivâ voce* there ; and again, if the main object of the *vivâ voce* examination is to test the candidate's written answers, and see whether they are the result of mere cramming or of intelligent study, then I would say do not adopt any system of which the *vivâ voce* examination does not form a part. The *vivâ voce* examination which we hold here is a mere continuation of the written examination. The students are too numerous to be subjected to an efficient *vivâ voce* examination.

Mr. *Stewart.*

2230. Is not the *vivâ voce* examination also a test of the readiness of the candidate to reply ? —Some examiners consider that it is not fair to reduce a candidate's marks because he is less ready in answering than another.

Mr. *Nulkar.*

2231. You consider that the education which can be secured in India is not to be compared with an English education ?—Yes, if by education is meant something more than mere intellectual training.

2232. Why would you have the post of Accountant-General a Covenanted appointment ?—I have no special ground for thinking that it should be so, except that the officer is the head of a very important department of the public service.

2233. You would reserve almost all of the high appointments for the Covenanted Service ?—Yes.

2234. How would you train your candidates ?—With the exception that my scheme provides for a better training for those Covenanted officers who are to hold judicial offices, it contemplates that the training would be very much what it is now. There would be a competitive examination in England for the Covenanted Service, and provincial competitive examinations in India for the upper Uncovenanted Service. Those who passed the provincial competitive examinations would begin in the lowest grade of the service, that is, on Rs. 100 ; those, including Natives, who passed the competitive examination in England would begin in the post which corresponds with the present post of Assistant Collector. It would also be open to Government in exceptional cases to advance any member of the upper Uncovenanted Service to the Covenanted Service.

The Hon'ble Mr. *Quinton.*

2235. You say that since the alteration of the age limit, Natives have been practically excluded from the competition in England. Have you verified your statement by statistics ?—No, I say that if the age limit had not been lowered, the number of Natives who would have competed would have been four or five times as great as it has been.

2236. Have you considered whether under your scheme you would be likely to get men up to the present standard for your higher Uncovenanted Service ?—Certainly, and I think they would be just as good, because, besides competition, they will have undergone a much

The Hon'ble Mr. *Quinton*—contd.

longer practical training than the Covenanted Civilians who fill these appointments. The local competitive examination which I propose would not be much inferior, as a test, to the competitive examination held in England. I would throw it open only to graduates, and would have both a competitive and a final examination. In Madras, at any rate, you could safely prescribe a University degree as a qualification for admission to the competition. It may be that in the Punjab and North-Western Provinces you would have to rest content with an inferior educational qualification, and that is why I would have the examination provincial. After the candidates had undergone the examination and been selected, they should be subject to a special training and a final examination. The competitive examination being mainly scientific and literary, the candidates who passed it should be attached for two years to some department of the public service for technical training and also for study for the final examination. In the final examination prominence should be given to political economy and law, including revenue law and practice. The selected candidates should then begin in the lowest grade of the service, and before they had attained to the posts now filled by competitive Civilians of two years' standing, they would have put in about seven years' service.

2237. Would such an arrangement be likely to satisfy people who are now demanding admission into the higher appointments?—Reasonable finality is of course all that we can aim at, and, in my opinion, if this system is satisfactorily worked out, and if the Government will occasionally make a Statutory appointment of a qualified Native to the Board of Revenue, (my opinion being that he would be much more useful there than as Collector of a district), I think the Natives will be perfectly satisfied for a long time to come. If by holding these provincial examinations you give Natives a chance of securing admission to a service of the kind I propose, the great majority of them will be satisfied. No doubt discontent may arise, but there will be the counteracting circumstance that gradually Natives will go more and more to England as facility of communication between England and India increases.

The Hon'ble Mr. *Quinton*—contd.

2238. What is your object in prescribing a minimum age?—My idea is that no person under twenty-four or twenty-five years of age ought to be invested with Magisterial powers. At present you see Covenanted Civilians who are too young to possess experience as men of the world and with no experience of the country, invested with such powers. Another defect of the present system is that it has a deleterious effect on the health of the candidates. There are many Native youths who seek to obtain a degree not only in their teens but very early in their teens. If your only object is to satisfy the people, I am perfectly certain they would prefer my scheme to any system of holding a competitive examination for the Covenanted Civil Service in India and sending the successful candidates to England afterwards.

Sir *Charles Turner.*

2239. How would they regard the following scheme: A great reduction to be made in the present Civil Service with a competitive examination held in England solely for this reduced Civil Service, and an examination in India for the remaining appointments?—The objection to that would be that you do not provide training ground for those who pass in England if you reduce the number of appointments open to them. One of the objects I had in view in constructing my scheme was to bring the District Judgeships into the higher Uncovenanted Service, so that they might be held alike by Covenanted Civilians, by those who pass the examniation here, and by men of distinguished merit and ability at the Bar.

2240. But might you not throw open two or three Collectorships, and half the District Judgeships, and yet have a training ground for the rest of the Judgeships and Collectorships?—I do not mean to say that that would be impossible.

2241. A scheme proposed to us was this: to have two systems of recruitment, one in India and another in England; to guarantee the men recruited in England not certain reserved posts, but

M. R. Ry. *V. Bashyam Aiyangar.*

Sir *Charles Turner*—contd.

a progessive salary; and then to give the Government in India a perfectly free hand to appoint a man, recruited either in England or in India, to any post it thought fit, after repealing for that purpose the provisions which reserve certain posts to the present Covenanted Service. What do you say to that scheme?—My objection to it is that the number of appointments which would be left to be filled up by the Local Governments would be so many, that numerous occasions would arise for adverse criticism as to the manner in which the patronage had been disposed of.

2242. Would they be more frequent than under your own scheme? The difference between this scheme and yours is, that you would reserve certain posts primarily for one branch of the service, and certain posts primarily for another branch of the service, while in this scheme all would be thrown open to both services?—Under my scheme there would be less opportunity for the exercise of patronage.

2243. Do you consider that it is desirable, in the interests of the administration of justice, that we should have a certain number of Civilians recruited in England holding the appointment of District Judges?—Certainly, for this reason among others, that even those who are to fill the higher executive appointments, should be persons who have had a judicial training. The necessity for this is becoming more and more apparent every day. The revenue department also is gradually becoming a *quasi*-judicial service. Questions in forest and revenue law have frequently to be decided by revenue officers; they have also to judge of the expediency or otherwise of instituting or defending suits, and mistakes in this respect have arisen which need never have occurred had the persons who had the launching or defending of suits possessed the necessary judicial training.

2244. You think it is expedient both for the civil and judicial administration of the country that officers should have experience of both kinds?—Yes.

2245. Did you not place that opinion on record seven years ago?—Yes, in a paper which I submitted to you.

Sir *Charles Turner*—contd.

2246. How would you recruit your Uncovenanted Service?—The administrative and judicial branches of the Uncovenanted Service should be principally recruited from Natives of the Province who are resident in the territories under the respective Administrations. I would slightly amend the definition of "Natives of India" given in 33 Vic. cap. 3, sec. 6, in the manner already indicated, and enlarge it so as to include "subjects of Native States in alliance with Her Majesty." In cases where the Uncovenanted Service may be recruited, as at present, by nomination, I would restrict it to Natives of India only, unless the sanction of the Secretary of State is obtained for nominating a person other than a Native of India. But in so far as the service may be recruited by a system of competitive examinations, no such restriction is necessary. If such competitive examination can be held for the whole of India, I would throw it open to all natural-born British subjects (including subjects of Native States) who are graduates of an Indian or an English University. I do not however think that it will be either desirable or practicable for a long time to come to establish such a competitive examination. Having regard to the relative advance of education in various Provinces under the different Administrations in India, and to the desirability of appointments in the lower and subordinate ranks of the judicial and executive branches of the public service being held by Natives of the Province, I would establish a competitive examination in each Province, thrown open only to Natives of the Province and to Europeans who have resided therein for not less than seven years. The educational qualification for admission to the competitive examination, so far at any rate as this Province is concerned, may safely be prescribed as the possession of a University degree. Under the scheme which I would propose, the upper Uncovenanted Service would be recruited partly by competition and partly by nomination. The recruitment by competition would be from those who passed the competitive Civil Service examination, and those who passed the provincial competitive examination in India. The former would be trained in the service for the higher

Sir *Charles Turner*—contd.

Covenanted Civil Service, and they would begin, not in the lowest grade, but in the middle grades corresponding to the position of Assistant Collectors in the present Covenanted Service. A number of appointments not exceeding a certain percentage would be reserved for them in each of the grades up to the grade of District Judges. Those who passed the provincial competitive examination should be subjected to a final examination at the end of two years, during which period arrangements should be made for their undergoing a training while attached to some department of the public service. The competitive examination should be literary and scientific, and in the final examination prominence should be given to political economy and law, including the Revenue Law and the system of land tenures. I would not divide the upper Uncovenanted Service into two classes, *viz.*, Judicial and Administrative, in the sense that those who enter each branch should receive their training exclusively in that branch and rise in it. My idea is, that those at any rate who enter this service by competitive examination, including the Covenanted Civilians, should be qualified for either branch of the service, and they should receive a fair training in both the branches. I would therefore reserve a few Assistant Judgeships and First Class Subordinate Judgeships, corresponding to the present Munsifships, for Covenanted Civilians. It is very desirable that those who rise to the higher administrative and executive offices in the service should have had a fair judicial training, and this is becoming more and more necessary year after year with the spread of a knowledge of law in the country and the growth of legislative enactments. It is equally essential, especially in the case of European District Judges, that they should have acquired an adequate knowledge of the habits and customs of the people, and the peculiarity of the land revenue system by actual experience in the administrative branches of the service. I would also recruit the Uncovenanted Service by nomination from the legal profession and by promotion from

Sir *Charles Turner*—contd.

the lower Uncovenanted Service and otherwise. As regards recruitment from the legal profession, that should of course be confined to judicial appointments, and I would restrict the number of appointments in the different grades of the Judicial Service which might be held by members of the legal profession. As regards selection from the Lower Uncovenanted Service or otherwise, I would restrict the class of appointments in the Upper Uncovenanted Service which might be thus recruited, and also the number of such appointments.

Intimately connected with this question is the question of salary. I am of opinion that no distinction should be made between the Covenanted and Uncovenanted Services as regards salary. The Covenanted appointments under the scheme propounded by me will be so few, and the appointments of Uncovenanted officers to such posts will be so exceptional and in recognition of exceptional merit only, that to make any such distinction would be hardly worth while on financial grounds. The salaries of appointments would be fixed and payable to the incumbent thereof, whether Covenanted or Uncovenanted; subject, however, to the condition, in the case of the Covenanted Civilian, that a minimum scale of salary should be fixed and guaranteed; the scale should be regulated according to the period of his active employment; and, if the emoluments of his office happened to be less than the minimum salary under the scale he might draw the difference as a personal allowance; but, on the other hand, if they exceeded it, he would of course draw the full emoluments. Under this arrangement there would be no more ground for the complaint which has existed by reason of a block in promotion or by reason of any supposed supersession by juniors, or occasionally by Uncovenanted servants appointed under the Statute. Another advantage of the scheme would be that a Covenanted Civilian need not necessarily be made either a District Judge or a Collector if he is found unfit for either post. Under the existing state of things, every Covenanted Civilian thinks he has a right to rise to the position of Collector or District

Sir *Charles Turner*—contd.

Judge at least. Those are very important appointments, and no one should be appointed thereto who is not thoroughly qualified and has not proved his merit and ability in actual service. It is no reflection on the service to say that there are exceptional members in it who are not quite up to the mark, but who are nevertheless made District Judges and Collectors, and if a minimum scale of salary be fixed, no such man need be promoted above the grade of Sub-Collectors.

2247. Do you advocate that promotion should be governed more by considerations of merit than the fact of seniority?—Yes, on the principle that the public has a higher claim to an efficient service than any official can have to promotion.

2248. You think that Government should satisfy itself of a man's fitness for a post of high responsibility before appointing him?—Yes.

2249. And under your system you think this could be done?—Yes.

2250. Would it not lead to this that you would sometimes over-pay a man for the work he did?—The public would rather have that than see an inefficient man in a responsible appointment.

2251. Would it not be better that you should have your scale of pay adjusted so that after a certain period of service it ought not to benefit a man to remain in the service unless he obtained promotion?—It might. But the advantage of my scheme is, I think, that it would improve the whole tone of the service by giving men in the lower grades to understand that they ran the risk of not being promoted if they grew indolent. The instances in which a Covenanted Civilian would be found unfit to be promoted to a Collectorship or District Judgeship would of course be rare. When I referred to the recruitment of the judicial service from the Bar, I should have said that it should be by nomination. The persons appointed should have resided in India for seven years. I would of course fix the proportion of appointments for which members of the Bar should be eligible. A person who had had a fair practice at the Bar would naturally have become acquainted with the customs and habits of the people and with so much of the revenue system of land tenures as would be specially useful in the judicial department. He would therefore make as good a District Judge as a Civilian who had had administrative experience.

Sir *Charles Turner*—contd.

2252. Do you think that a man who has a considerable practice at the Bar would forego that practice and the chances of extended practice to take up an appointment as District Judge on a salary of Rs. 1,800 a month?—I think many would.

2253. Would you get the best men to accept such appointments?—Not a man of the same calibre as one who would accept a High Court Judgeship.

2254. It has been suggested to us that by importing men into the District Judgeships and the High Court from outside, we shall get an inferior class of men for our Munsifs and Subordinate Judgeships, because the holders of those appointments would be in constant apprehension of supersession?—That is the very reason why I would fix the proportion of appointments for which outsiders would be eligible.

2255. Why would you alter the title of Munsif to Subordinate Judge? Does not the term Munsif imply a Court which has original jurisdiction only, and the term Subordinate Judge imply a Court which has both original and appellate jurisdiction?—Because I think Civilians recruited in England would more readily accept appointments as first class Munsifs if they were called Subordinate Judges.

2256. You do not consider it desirable to appoint a young Civilian from England directly to a Munsifship?—No, not until he has had some experience as an Assistant Collector.

2257. Do you think that without a knowledge of the languages and a thorough knowledge of the customs and manners of the people, a young man would be fit to fill those posts?—No, and that is why I propose to limit the number of the appointments.

2258. I suppose you know nearly all the educated men in the Madras Presidency?—Yes.

2259. Do you think that there are many such men at present who would be fit to take charge of a Collectorship

Sir *Charles Turner*—contd.

without special training?—I could name at least three.

2260. And a District Judgeship?—I could name at least six.

2261. Then the scheme you propose would have to be introduced gradually?—Yes, because of the present incumbents, and also because there is not a sufficient number of men qualified to fill the appointments.

2262. Is there any other point on which you have evidence to offer?—Yes, as regards the higher grades of the Educational service. I would keep them for Englishmen. I have also to suggest that appeals from District Magistrates should lie direct to the High Court, my reason being that the number of cases decided by District Magistrates is very small and would not, therefore, add much to the work of the High Court. Another point is, I find that the most distinguished men in the Uncovenanted Service are persons of the most humble parentage, and nothing would cause greater dissatisfaction than the idea, if it should get abroad, that the selection to that service is to be made with reference to birth, caste or anything of the kind.

Sir *Charles Turner*—contd.

2263. Has not the British administration been shown, by conspicuous examples in this city, to have afforded the opportunity of attaining very high and responsible positions to men who began life in very humble positions in the public service?—Yes.

2264. Do not Brahmans find it easier to obtain pecuniary assistance from the general public for their education than other castes do?—Yes, though they obtained it more often formerly than now.

2265. And is it not a fact that a large percentage of Brahman students at the University are even now supported by the contributions of charitable Hindus?—Yes, and of Sudras in particular.

2266. Do the Sudras get the same assistance?—Not to the same degree.

2267. Does that explain the fact that there are many boys whose parents have incomes of only Rs. 200 a year, who are able to attend the University classes?—Yes.

WITNESS XXXIV—5th February 1887.

Examination of the Hon'ble S. SUBRAHMANIEN AIYAR, B. L., Member of the Legislative Council of the Governor of Madras.

The Hon'ble Mr. *Quinton*.

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The Hon'ble *S. Subrahmanien Aiyar.*

2268. You are a member of the Legislative Council of the Governor of this Presidency and a vakil of the High Court?—Yes.

2269. How long have you practised at the Bar?—I practised in the mufasal from 1870 to 1884, subsequently I have practised in the High Court.

2270. Have you discussed the question of the admission of Natives to the Statutory Service with any one?—Yes, with a considerable number of people.

2271. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—It is not.

2272. If it is not, what are the grounds of disapprobation?—It is disapproved for the following reasons:—(*a*) because the mode of nomination followed does not, and is not calculated to secure the best men available; (*b*) because the persons selected under the present mode of nomination, not being the best men available, do not properly represent the capacity of the Natives for work of a higher order, and they are likely to injure the legitimate claims of the more deserving among their countrymen for preferment; (*c*) because the present mode of nomination causes unnecessary discontent and dissatisfaction; (*d*) because the officers of the Uncovenanted Service of proved merit and ability, for whose benefit the Statutory provision was first intended, suffer by the present mode of nomination; and (*e*) because there can be no *esprit de corps* among the persons now selected, either as amongst themselves or as between them and their European brethren of the service; there being no well

The Hon'ble Mr. *Quinton*—contd.

defined test of their merits and title to admission to the service and the basis of selection being different in regard to different persons.

2273. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The defects of the existing system are not all of them susceptible of remedy. The rules framed in 1879 are regarded as being inconsistent with the letter and spirit of the Statute of 1870. The Statute itself is not open to any objection and requires no amendment except in regard to the definition of the words "Natives of India." But considering the way in which this Statute has been worked during the last fifteen years, the Natives do not expect that much benefit will accrue to them from its provisions. The rules should be repealed, but the Statute should be retained, as it is desirable that Government should have the power of utilizing the services of persons whose merit and ability may have been tried and established in the ranks of the Uncovenanted Service or in a profession.

2274. If the provisions of the Statute 33 Vic., cap. 3, section 6, are not repealed nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—The definition of the term "Natives of India" should be so enlarged as to include

The Hon'ble Mr. *Quinton*—contd.

the subjects of Native States within the limits of British India.

2275. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—If, as I have above pointed out, the appointments under the Statute of 1870 are to be conferred only on persons of proved merit and ability either in the Uncovenanted Service or in a profession, those appointed should not be required to go to England; but I would encourage them to go to England by offering them facilities.

Sir *Charles Turner.*

2276. We understand that there is amongst the Brahmans of Southern India, a very strong objection, on religious grounds, to going to England. Is that feeling exclusively confined to them, or is it entertained by members of other castes?—It is, but probably not to the same extent.

2277. Is the feeling becoming weaker?—Very much so.

2278. Do you yourself see any reason for objecting to candidates for this service proceeding to England?—I think they ought to go.

Mr. *Stokes.*

2279. Do you not think this prejudice would disappear in Madras, if it was found that it had ceased to exist in Bombay and Bengal?—I think it would. If they were sure of returning to India as Covenanted Civilians, in a short time a great many men would go.

The Hon'ble Mr. *Quinton.*

2280. Do you think the feeling exists in any great degree among the educated class?—I think it is weaker amongst them.

2281. And the class most likely to go is the educated class?—Certainly.

2282. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Considerable dissatisfaction is felt, because, under present arrangements, Indian candidates are practicably shut out from all reasonable chances of admission by open competition. This is believed to be the result of—

(1) holding the competitive examination in England only;

(2) reducing the maximum limit of age to nineteen.

(3) allotting higher marks for Greek and Latin than for Sanskrit and Arabic.

Native youths can hardly be expected to undergo all the expense and risk attendant on a prolonged stay in a distant and foreign country, on the mere chance of admission into the service.

2283. Should any, and, if any, what change be made in that system?—The changes that are desired are as follow:—

(1) the competitive examination for the Covenanted Service should be held simultaneously both in England and in India and should be open in both places alike to Europeans and Indians;

(2) the age limit should be raised to twenty-three;

(3) Sanskrit and Arabic should be placed on the same footing as the European classical languages;

(4) to ensure proper physical fitness, marks should be allowed for proficiency in gymnastics and riding.

2284. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service; and if so, by what changes may those disadvantages, be minimised or removed?—Natives do labour under various disadvantages, but the adoption of the changes proposed above would remove such of the disadvantages as it is in the power of Government to remove. There will still remain some, such, for instance, as the difficulty of acquiring proficiency in a foreign language, of a voyage to and an extended stay in a distant and foreign country at an early

The Hon'ble Mr. *Quinton*—contd.

The Hon ble *S. Subrahmanien Aiyar.*

age. The existing disadvantages cannot be removed or minimised to any appreciable extent unless the examinations are allowed to be held in India also.

2285. If an examination is held in India, should it be identical with that held in England; should it be held at one or more centres in India; should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? If such an apportionment is made, on what principle is it to be regulated? Should there be an apportionment between the residents in the territories of the several Administrations, respectively, or between the members of the principal religious sects?—If an examination is held in India, it should be identical with that held in England, and it should be held in one centre only, say in Bombay. The candidates in England and in India should compete with one another and be selected in order of merit. There should be no apportionment of appointments for competition between the candidates at the respective examinations in England and in India; nor should there be an apportionment between the residents in the territories under the several Administrations respectively, or between the members of the principal religious sects. To make such an apportionment of appointments would be to subordinate the interests of the whole community to those of the particular classes in them who may aspire to these higher appointments, and even as regards these classes, any undue concessions in their favor would be far from conducing to their progress and welfare and would only take away from them that wholesome spirit of rivalry and emulation which alone can really advance them, and secure them, in course of time, a footing of equality with the other Provinces of the empire. As to the apportionment of appointments between the members of various religious sects, nothing can be more objectionable than to recognize the differences of religious sects as the basis of selection for the public service.

The Hon'ble Mr. *Quinton*—contd.

2286. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—In the opinion of a certain section of the Native community, a condition which would make it obligatory on successful candidates to proceed to England, would be considered as unjust, inexpedient and unnecessary. They do not admit that the advantages of an enforced stay in a foreign country, amidst influences not without their drawbacks, are so great or so unmixed with evil, as to justify the making of it a condition precedent to admission to the Civil Service. But the direct and indirect advantages that are likely to flow from a stay in England, both to the individual and the country, induce me to give it as my individual opinion that the candidates who pass the examination in India should be required to pass a probationary period of at least two years in England. I would not, however, insist on this condition, if the candidates who go to England and return are not to be placed on a footing of perfect equality with their European colleagues.

2287. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I know of no system of selection which in practice would work as well as the competitive system, and secure even as good a class of men as are now obtained by competition in England. I have heard nothing against these either on the score of intellectual inferiority, want of integrity, or low social position.

2288. Have you personally known any Native gentleman who has succeeded in the English competition?—No, but I have made enquiries as being a person interested in their success.

Mr. *Stewart.*

2289. You say that after such disadvantages as it is in the power of Government to remove have been removed, there would still remain some inequalities, such as the difficulty of

Mr. *Stewart*—continued.

acquiring proficiency in a foreign language. At what age do boys commence learning English in Madras?—At the age of six or seven years I believe.

2290. In some Native families do they not talk English almost exclusively?—If the male members of the family are well educated I think they talk almost as much in English as in the vernacular. In order to express English ideas accurately they would perhaps speak in English, and I know many of them who write and correspond in English.

2291 And in many educated families I believe much of the conversation is carried on in English?—Amongst friends, but not amongst relatives.

2292. Do you not very often find boys of the ages of ten or twelve talking English very fluently in Madras?—I would not conclude from the way in which Madrasis are able to talk English, that they possess any real proficiency in the language. I do not think Bombay or Calcutta are behind Madras in a knowledge of English, in fact I think they are in advance of Madras.

2293. If you had a competitive examination in India, how would you arrange for the *vivâ voce* part of it?—I do not think I could suggest a better way than that suggested by the Hon'ble Mr. Stokes, namely, of having questions and answers taken down in short hand and sent to England; I have mentioned this matter to various gentlemen and have not remarked any unanimity of opinion as to the value of the *vivâ voce* examination, and I think it ought not to be made a ground for refusing to allow a simultaneous examination to be held in India. I am sure that if it is made a practical question, and proper attention is paid to it, some way out of the difficulty will be found.

2294. Then you do not consider the difficulty insuperable?—No.

2295. How would the agricultural population of the districts like to see residents from other Provinces put over them as Collectors of Districts for instance?—I do not think they have any antipathy to it. All that they want is an honest and efficient officer, and in all probability a community of colour between the governor and the governed would be a bond between them.

Mr. *Stewart*—continued.

2296. Do you think they would have as much confidence in a Bengali official as in an Englishman?—I do not think Madrasis know much about Calcutta people. We have had hardly any Babus in this part of the country. In connection with famine works we saw some.

The Hon'ble *S. Subrahmanien Aiyar.*

2297. How far, in your opinion, are Natives fitted to take charge of a district or to hold other high executive posts?—I believe several of them are fitted for the office of Collector, but as no Native has yet been tried, I can only hazard an opinion.

2298. Do you think that the same confidence would be felt in Natives in a crisis, for instance, in the event of a famine or of riots?—I do not think they would be found wanting in the case of famine; in a case of rioting I think it would all depend upon the individual character of the officer.

2299. In a case of rioting between Hindus and Mahomedans do you think you could find a Hindu gentleman from whose mind religious prejudices were so absent that he could act impartially?—I think so. It might of course happen that instinctive habit would assert itself at times.

The Hon'ble Mr. *Quinton.*

2300. Do you think there is any advantage to be derived from sending a gentleman who has passed the Civil Service examination in India to England for training?—I think a decided advantage would be derived from it.

2301. Do you think a simultaneous and identical examination for the Civil Service should be held in both countries?—I think so.

2302. Do you think from what you know of the present state of education here that many Natives of this Presidency would be likely to pass if an examination were held in India?—I have made enquiries of Native gentlemen competent to give an opinion, and I am told that only a few would pass; that is to say, the examination papers are so severe that it would require very close attention, and a very considerable amount of study and preparation.

Mr. *Stokes.*

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2303. Even if the present age limit were raised?—In that case a larger number would probably pass.

The Hon'ble *S. Subrahmanien Aiyar.*

The Hon'ble Mr. *Quinton.*

2304. What deters those men who are likely to pass from going to England?—The circumstance that they might fail and the expense of the journey and residence in England, and also the possible exclusion from caste.

2305. Has not the attempt been made by men from this and other Presidencies?—Only one man has gone from this Presidency.

2306. Amongst the candidates you speak of as being likely to pass, do you think there is any large number who would be deterred by caste prejudices from going?—I think very few would be found willing to go unless they felt sure of passing the examination.

2307. The chance of failure at the examination rather than caste prejudices would deter them?—Yes.

2308. Do you not think that a man who has the courage and enterprise to run that risk is a man who would make a more efficient public servant than the man who only goes when he has made sure of his appointment by passing the examination in India?—From an ordinary point of view no doubt he would.

2309. Is it not the object of Government to get as efficient men as it can for the public service?—Yes, but as regards efficiency, I do not think there would be very much difference between those who went notwithstanding their caste prejudices, and those who waited to see whether they had a chance of success.

2310. Do you not think that moral courage is a very important factor in the efficiency of a public servant?—I do.

2311. Have you any test of moral courage in the candidate who passes here equal at all to the test of moral courage which the candidate undergoes who goes to England?—There are various degrees of moral courage. A man who joins the Hindu Marriage Reform Association shows a degree of moral courage; a man who marries a Hindu widow shows a still greater degree of moral courage. I think I show a considerable degree of moral courage myself in coming here to say that I think it desirable that Native youths should be sent to England.

The Hon'ble Mr. *Quinton*—contd.

Sir *Charles Turner.*

2312. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., chapter 3, section 6, or from all natural born subjects of Her Majesty?—The Uncovenanted Service should, as far as possible, be recruited only from Natives of India, as described in the Statute, who have a natural and preferential claim for employment in the ordinary services of the country. Native agency will be more efficient and cheaper than any other, and this limitation in favor of the Natives, is perhaps the least objectionable check on the tendency to introduce costly foreign agency into the public service either through favoritism or otherwise.

2313. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should, as far as possible, for first admissions to offices over Rs. 100, be by competition of a general character. After the general competition, the successful candidates should, after a period of probation, pass through special examinations for the different classes of offices. This applies to appointments in departments other than the judicial, which I would principally and chiefly recruit from graduates in Law possessing some experience at the Bar.

2314. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—The recruitment should, as a rule, be made provincially.

2315. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be al-

Sir *Charles Turner*—contd.

lotted to the Uncovenanted Service?—Yes.

Mr. *Ramaswami Mudaliyar.*

2316. Can you say whether the present system of appointing Tahsildars gives us the best men who could be got for that office?—I think the service is susceptible of improvement.

2317. In point of educational attainments?—Yes, and also as regards other qualifications.

2318. Do you think there is room for greater efficiency?—I think if better educated men were obtained and not compelled to begin their service in the lowest grades as they now do, a better class of men would be secured; and what I say with reference to Tahsildars applies also to Deputy Collectors, because it is the Tahsildars who are generally appointed to Deputy Collectorships. Regarding Munsifs, the system that I advocate is already in force to a considerable extent, and is producing a better class of officials than was formerly the case.

Mr. *Stewart.*

2319. What do you mean, when you say that Natives of India as defined in the Statute have a natural and preferential claim to employment in the ordinary service of the country?—I mean that they are more likely to be acquainted with the habits and customs of the people, and when two people apply for an appointment, the Native of India should have the preference, other things being equal. I used the expression in the sense that the people of the country have a prior claim to the land, the profits and the public service than men of other countries.

2320. Do the Statutes as they now stand give Natives of India a preferential claim to the ordinary service of the country? Does the Statute of William IV give them that claim?—I understand that Statute to have been passed in order to remove disabilities which were supposed to exist in the way of Natives entering the public service, and not to have been intended to confer rights on others than Natives.

2321. This preference you speak of is I suppose a sentimental preference?—Yes.

Mr. *Stewart*—continuedd.

2322. In what appointment should a man who desired to become a Tahsildar enter the Government service?—I think he might begin as Deputy Tahsildar.

2323. Is there any reason why a University graduate should not begin service as a mulki gomashta?—Not the slightest. My suggestion was not put forward on behalf of graduates, but for the purpose of securing for Tahsildarships, men who have not wasted the greater portion of their lives and energies in very underpaid appointments.

2324. Do you think a graduate would care to accept a mulki gomashtaship as a kind of apprenticeship?—I propose that after passing the general competition, he should serve for a couple of years or so under the orders of a Tahsildar during which time he would be expected to go into the fields, make inspections, draw up reports, and do exactly the same work as a clerk to the Tahsildar, and he would have to perform these duties without very much pay.

2325. Would you make him undergo two years training in subordinate posts before you made him a Deputy Tahsildar?—I would simply have him undergo two years training in the Tahsildar's office, and would not necessarily put him in any post or give him any pay.

2326. After that you would consider him qualified to hold the post of Deputy Tahsildar or Sheristadar?—Yes.

2327. After how many years' service as a Sheristadar, would you make him a Tahsildar?—A year or two would I think be quite sufficient.

2328. In the meantime would you have him pass any departmental tests?—Certainly. Before appointing a man to any public appointment, he should have passed the tests of the department he has selected for himself.

Sir *Charles Turner.*

2329. Have you had any experience in the Revenue department?—Yes, I began life as Head Clerk in a Deputy Collector's Court, and was a Sub-Magistrate for a short time, and a Tahsildar also. I held various posts as a

Sir *Charles Turner*—contd.

clerk for about eight years before I became Tahsildar.

2330. After being for a short time a Sub-Magistrate?—Yes.

The Hon'ble *S. Subrahmanien Aiyar.*

2331. You have had a good deal of experience of Magisterial work?—I have had some.

2332. How is it performed?—Not remarkably well.

2333. Is it performed sufficiently well?—Oh yes, I think so.

2334. Are the people satisfied with it?—I think they would like to have better Magistrates, or at all events a separation of the duties of Magistrate and Revenue officer if practicable.

2335. How would you train a Sub-Magistrate for Magisterial work?—He should attend the Magistrate's office or the Sessions Court, and should assist the public prosecutor in preparing cases.

2336. But would he not have to learn his Revenue duties also?—He would learn them in the same office in which he learnt his Magisterial duties.

2337. What is the opinion of the country about Sheristadar Magistrates?—They are not regarded altogether with satisfaction. I think the people would prefer to have them appointed from the same class as Munsifs.

2338. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service, according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—Yes.

2339. If such distinction should be made, on what principle should it be regulated?—The distinction should be in the nature of a personal allowance granted on account of service in a foreign country and by way of compensation for the special exertion and expense necessary to qualify for the Civil Service.

2340. Should any distinction be made in the Furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and on what ground?—No.

2341. Are the privileges in regard to pay, promotion and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under the Statutory rules?—No, they are too liberal to be applied to Natives obtaining office under the Statutory rules. It should not be supposed however that it is conceded that the privileges in regard to pay, &c., are what they should be at present even in regard to the Covenanted Civil Servants themselves. Looking to changes which have taken place both here and in England, since the Covenanted Civil Service was first organized, I think it is high time that the rules relating to pay, and other conditions of office in that service should be revised. It is no less necessary that the pay of the higher officers in many of the newly created departments of the Uncovenanted Service, should also be subjected to revision.

Sir *Charles Turner*—contd.

The Hon'ble Mr. *Quinton.*

2342. What do you mean when you say that, "looking to the changes that have taken place both here and in England since the Covenanted Service was first organized, it is high time that the rules relating to the pay, &c., of the officers in that service should be revised"?—It is said that men quite as competent as those whom we now get for the Covenanted Service, are to be got in England on smaller pay. The statement has been made by some Europeans and my countrymen are therefore under the impression that it must be true, moreover the objections entertained by Englishmen as regards service in India, are not as great as they once were.

2343. Does a leader at the Bar make much less now than he did formerly?—Far less. I have known Native vakils of this Court who twelve or fourteen years ago were making Rs. 10,000 or 12,000 a month, and who now make only Rs. 2,000. When I was in Calcutta the other day I made enquiries and was told that the same thing was taking place there though not to the same extent as here.

Sir *Charles Turner.*

2344. It is open to any Englishmen now to compete for the Civil Service?—Yes.

Sir *Ch..... Turner*—contd.

2345. And if you could get better men for less pay, why do they not compete now?—I am told that the difficulty lies in the fact that in England people do not, as a rule, select their professions until after they have graduated.

2346. Have not the expenses of living in India been greatly increased of late years?—I think so. There is of course the exchange difficulty also.

2347. And may I ask whether Civilians are not expected to subscribe liberally to all sorts of institutions?—I do not think so. There may be a few institutions for which they are asked to subscribe liberally; but with reference to some recent examples I have in my mind, I think that they themselves did not consider themselves called upon to subscribe.

2348. Do not Covenanted Civilians largely support a considerable number of institutions in this city, for instance, the Friend in Need Society, the Gordon Refuge, the Industrial Home for Girls and Boys?—Yes.

2349. And have not these eleemosynary associations very largely increased of late years so that an officer has now a great many more calls upon him than he had formerly?—I am not aware that that is so.

2350. Is there any other point on which you wish to offer evidence?—Yes. I wish to say that one reason why I think that a larger number of men do not enter the Revenue service with the same alacrity as they would enter the Judicial branch, is the comparative security which members of the latter branch enjoy. I think a Munsif has a better safeguard in respect to any charge that may be made against him, in the fact that he is directly under the High Court, whereas in the Revenue department, charges against public servants do not undergo the same scrutiny; and that is why a Native of education very often prefers to belong to the Judicial rather than to the Revenue service.

2351. Do you mean to say that Natives are liable to be dismissed on lighter grounds in the Revenue Department than in the Judicial?—I mean that I do not think that they get the same fair chance of defending themselves.

Sir *Charles Turner*—contd.

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The Hon'ble *S. Subrahmanien Aiyar.*

Mr. *Stewart.*

2352. Which of the classes of the Public Service are most likely to be complained of falsely?—Certainly the Tahsildar class. In the one case the judicial officer simply sits as a judge in open Court and pronounces on the evidence before him, and unless he is a very bad official there is very little chance of his being complained of. But as regards the Tahsildar it is not so. He has to serve several masters, the local engineer, the survey officer, &c. On the one hand he is liable to be suspected by his official superiors, and on the other he is suspected by the ryot himself.

2353. What proportion of the complaints ordinarily made against a Tahsildar are likely to be true. Suppose you were Collector of a district and you received a hundred complaints against a Tahsildar, how many of these do you suppose would be likely to be true?—It is very difficult to answer that question, but I should say about 15 per cent., or thereabouts, this, however, is a mere guess.

2354. The duties of a Tahsildar are far more likely to make him unpopular generally than those of a Munsif, are they not?—He has certainly more opportunities of falling under the displeasure of his superiors. A Munsif, unless he is a very inefficient person, need never come under the displeasure of his superiors. A Tahsildar is always liable to be misrepresented to his superiors.

2355. Do you think that by the recruitment of better educated persons you would get as efficient men in the Revenue as in the Judicial Service?—I think so.

2356. Do you think a first class graduate would serve an apprenticeship in a Tahsildar's office?—Certainly. If my son were a graduate, I should be very glad to let him do so.

2357. Comparing the two classes, Munsifs and Tahsildars, do you think the system of selection adopted by the High Court for Judicial officers secures more able and upright officials for the public service than the system

Mr. *Stewart*—continued.

Mr. *Stewart*—coninuetd.

The Hon'ble *S. Subrahmanien Aiyar.*

at present in force for appointing Tahsildars ?—Yes.

2358. In respect of moral character and official uprightness, which system produces the best result ?—The High Court system I think so far as I am aware, there is no general system of selection for Tahsildars. I believe their selection practically rests with the Collector, and that therefore it is made only out of a limited number of candidates in the district.

2359. Is the reputation of the Tahsildar class generally good ?—It is better now than it was, but it still admits of improvement. I have had a deal to do with Tahsildars myself good as a ryot and landlord.

WITNESS XXXV—5th February 1887.

Examination of M. R. Ry. T. Subba Rao, B.A., B.L., Vakil, High Court, Madras.

Sir *Charles Turner.*

2360. You are a Native of the Godavari district and Vakil of the High Court of this Presidency ?—Yes.

2361. You are a graduate in Arts and a Bachelor of Laws of the Madras University ?—I am.

2362. What class did you take in your degree ?—A first class in the B. A. and a second class in the B. L. Examination. There were no names in the first class when I took my B. L.

2363. When did you become a vakil ?—In 1880.

2364. Is the existing Statutory system approved ? If not, what are the grounds of disapprobation ?—The existing system is not approved ; the grounds of disapprobation being the following :—

(*a*)—The rules framed for the guidance of the Local Government in making the required nominations are at variance with the provisions of the Statute. The Statute requires that men of proved merit and ability should be nominated, but considerations arising from the candidate's parentage, family connections and nationality have mainly influenced the practical application of the rules; and merit and ability have either been entirely overlooked or distinctly subordinated to these considerations.

(*b*)—Experience has shown that these rules, even if defensible in principle, do not work satisfactorily in practice. After an abortive attempt during two years to obtain candidates from the families of the landed aristocracy of the country, the Local Government was obliged to rest its nominations on political and other considerations for another two years ; it then began to seek for the required men amongst the members of

Sir *Charles Turner*—contd.

families of position ; afterwards tried the experiment of a qualified competitive examination ; and ultimately reverted to the provisions of the Statute.

(*c*)—The rules are, in my humble opinion, indefensible in principle. If merit and ability were to be lost sight of in making these nominations, the service itself would in course of time be lowered in the estimation of the public. The Native public has just reason to complain that it is not represented by its best men in the highest and the most influential service in the country. The rules are further calculated to open a door to favoritism.

2365. Would you amend the Statute or the rules, or would you abolish the system entirely?—The rules should be repealed, and new rules framed to carry out the real intentions of the Statute. I am not prepared to condemn the Statute itself. It must be retained as it is, to enable the Government to admit men of merit and ability, proved in the Uncovenanted Service or the legal profession, into the Covenanted Service. I object however to the formation of a new service called the "Statutory Service." The men admitted under the provision should be considered as members of the general Covenanted Service when once they are admitted into it, and should be placed on an equal footing with all the other members of that service as regards promotion.

2366. If the Statutory Service is retained, would you require the selected candidates to proceed to England for training ?—If it is retained for the purpose I suggest the candidates should not be required to proceed to England. No further training or probation is required in their case.

Mr. *Stewart.*

2367. You say there have been a number of changes in the system which the Madras Government pursued in recruiting for this branch of the service. Did it try, at one time, to encourage the large landed aristocracy to enter the service?—Yes.

2368. Did it succeed?—Not in getting members of the most important families to join. It got two gentlemen who might be considered as connections of aristocratic landed families, but whether they themselves possessed large landed property I am not prepared to say.

2369. Has the Statutory system in this Presidency served any real purpose?—I do not think so.

2370. Is any dissatisfaction felt with regard to the Covenanted Civil Service or to the mode in which it is recruited? Do Natives labour under any, and, if so what, disadvantages? How could these disadvantages be minimized or removed?—I am not aware of any dissatisfaction existing as regards the system of recruitment for the Covenanted Civil Service. But Natives do labour under a considerable number of disadvantages in seeking for admission into this service through the competitive examination in England. The following alterations in the existing rules would minimize these difficulties, though they may not entirely remove them:—

(*a*)—The age should be raised to twenty-two or twenty-three.

(*b*)—Persian and the vernacular languages of India should find a place in the list of subjects for the examination. The Eastern classics should have the same marks assigned to them as the Western classics. Conceding, for the sake of argument, that the latter are far superior to the former in the matter of the intellectual training which they are expected to give, I can safely recommend this course on the ground that the former are of greater practical utility than the latter for an official who has to work in India amidst a population whose past history and present conditions are so intimately connected with Sanskrit and Arabic literature.

Mr. *Stewart*—continued.

(*c*)—The examinations should be held simultaneously in England and in India. Some practical difficulties may exist in adopting this course, but they are by no means insurmountable. If this course is adopted the examination held in India should be identical with that held in England. There should be but one centre in India, namely, Bombay. Candidates in England and India should compete with one another and be selected in order of merit. If it is apprehended that in course of time the number of Natives finding admission into the service will increase beyond the limit which political and other considerations suggest as a safe limit, the proportion of appointments for which Natives can compete may be fixed when the danger apprehended becomes a practical possibility. In my opinion, however, there are no good reasons at present for any such apprehension. If any necessity should arise for a provincial apportionment of the selected candidates, the Government should have the power to make such arrangements as may be necessary. But appointments should never be distributed among the Provinces or the principal religious sects.

2371. If the competition is held both in India and in England, would you require the successful candidates at the Indian examination to proceed to England for training?—It would, no doubt, be desirable on certain grounds that selected candidates should proceed to England to complete their training. But, under present circumstances, I would object to a compulsory rule which would render it necessary for every candidate to go to England. Going to England and staying there for two or three years may not always prove a blessing either to the candidate or to the community to which he belongs. It is very doubtful whether a few years' stay in England can exercise any great influence on the formation of the candidate's character, especially in the case of a young man of about twenty-two or twenty-three years of age. He may change his costume and adopt European modes of living, and to all appearance the transformation

Mr. *Stewart*—continued.

may be very marked when judged from such external indications. Such appearances are often misleading, and are not always accompanied by any material changes in the man's real character. It is generally admitted moreover that the temptations which lie in the path of these candidates are great and many. There is no practical way of removing these temptations or of exercising an effectual control over the conduct and life of the candidate during his stay in England. Whether he succumbs to these temptations or not, he very often comes back to his own country with notions unsuited to the condition of things existing here, and adopts a mode of life which has the effect of estranging him from the community from which he has sprung. His sympathies are very often alienated from them; and it is not surprising if an ill concealed contempt for the customs and manners of his countrymen, on the part of the new civilian, provokes a corresponding amount of irritation and dislike on the other side. I admit however that in certain cases these results may not follow, and there may be an appreciable change for the better. I only object to a compulsory rule. Candidates who proceed to England to complete their education should be placed on precisely the same footing as the European candidates as regards pay, allowances, pension and furlough, while those who do not do so should be placed on the same footing as the men appointed under the Statute.

2372. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I am not in a position to give a definite opinion on the matter.

The Hon'ble Mr. *Quinton*.

2372½. You appear to be very doubtful of the advantages of sending young men to England; and this being so, how do you justify your proposal to give them the same pay as the men who have passed in England?—I admit that there are some advantages to

The Hon'ble Mr. *Quinton*—contd.

be derived from sending the young men to England, but I see some disadvantages in it also. However as an experimental measure, and seeing that there is a large number of my countrymen who are in favor of the measure, I would say let them go to England.

Vol. V. Sec. II. Madras.

M. R. Ry. *T. Subha Rao*.

Mr. *Ramaswami Mudaliyar*.

2373. You yourself wanted to go to England to compete?—Yes.

2374. And you were deterred from going by finding that your caste people were not prepared to re-admit you?—Yes.

Mr. *Nulkar*.

2375. When you speak of the evil results to be apprehended from a visit to England, are you giving the results of your own experience?—I cannot speak from experience as I have never been to England.

2376. Then on what grounds do you say those evils are to be apprehended?—I have spoken to European gentlemen on the subject, and they appeared to apprehend the same dangers, and they may be taken to know what life is in London and at the Universities. Some Natives also who have been to England seemed to entertain the same apprehensions, and judging from some examples of gentlemen who have been and returned, I am of opinion that these dangers are by no means theoretical.

2377. Have you made enquiries of men who have been to England from Bombay, Calcutta, Madras, and other parts of India, and with what result?—I have made no special enquiries.

Mr. *Stewart*.

2378. You say you would have one list from which Natives and English candidates should be selected in order of merit, unless it happened that too large a number of Natives entered the service by competition, and the British ele-

Mr. *Stewart*—continued.

ment was swamped, and then you say you would limit the number of Native candidates. Why not begin with that system ?—The danger seems to be very remote ; and what I said was suggested rather as an answer to a possible objection, and not because I myself apprehended anything of the kind. Again I thought that if at the outset a restriction was put on the number of Native candidates, it might appear to the public that there was no intention to grant them the concession they desired and that some other restrictions were intended to be brought forward.

2379. Will not the feeling of hardship be stronger if you apply the restriction only when the danger has become real ?—It would be necessary then.

2380. Do you think that educated Natives will accept the necessity of putting a limit to the realization of their aspirations when the necessity arises ?—I have no serious objections to the number of Native candidates being limited beforehand.

2381. You say there are many temptations in England to young men to go wrong, but suppose you, a resident here, were to send your son to Calcutta, would he not have temptations to go wrong there ?—No, but not because there is more vice in England or less vice in Calcutta, but because of the novelty of the situation to a young man who goes to England. In Calcutta his parents could at any rate go to see him and exercise some control over his movements, but in England he would be at such a great distance from his home as to be beyond the reach of his parents and guardians. Moreover, the fact that he goes to England with funds at his control and the idea perhaps that he is already a man, makes the situation dangerous. Want of supervision is the main danger, but there are other elements also.

Sir *Charles Turner.*

2382. A young man who goes to England to study for the Civil Service would have to make very great use of his time, would he not ?—No doubt.

Sir *Charles Turner*—contd.

2383. A Mahomedan gentleman in Bombay gave it as his opinion that it was far better to send the candidates before rather than after the examination, because then their minds would be occupied with their studies ; and they would be most anxious not to lose their chance of success, and that would keep them from yielding to temptation ; whereas if they were sent there after they had secured an appointment, they would not have such safe-guards. Is that your opinion ?—I think there is considerable truth in that remark.

2384. Do many of the boys following the University course in the colleges here live in the town apart from their parents ?—I believe a good many do.

2385. Are the industrious boys, those that head the class lists, the boys that succumb most readily to temptation ?—No, be cause the greater part of their time is devoted to their studies.

2386. May not the same conduct be expected of the best candidates for the Civil Service in England ?—I think there would be less danger in their case.

2387. And if there were proper institutions for receiving those boys, your objections to compelling them to go to England would be very much lessened ?—Yes, if some kind of effective control could be exercised over them.

2388. Are you a Member of the National Indian Society ?—No.

2389. But you are no doubt aware that there is such a Society and that it has many members in Madras ?—I believe that is so.

2390. Do you know that the Society undertakes to assist young men in finding homes in England ?—Yes, but I do not know how far their supervision goes ; whether it merely means that they put them in the way of finding respectable surroundings, or goes further.

2391. You say you have known men who have gone to England and turned out badly ; what was the age of these men ?—Eighteen or nineteen in the two cases I have in my mind. I do not mean to say that they have turned out morally bad, I do not think they have.

Sir *Charles Turner*—contd.

2392. Then the deleterious effect you noticed was that they seemed to have lost sympathy with their fellow-countrymen?—Yes.

2393. How many instances of the kind have you known?—Two or three.

2394. And in all cases was the same defect noticeable?—Not to the same extent, and unfortunately it was most noticeable in the case of the one who became a Civil Servant.

2395. Are you alluding now to a gentleman who was appointed to the Madras Service?—Yes.

2396. Apparently he had devoted himself unremittingly to study during his stay in England?—Yes.

2397. And he was highly respected here by all classes?—No doubt he was respected, but he was not liked by his countrymen. He came here with an ill-concealed contempt for his own countrymen. He would not receive them properly, and I know that the complaint of a good many people was that he was worse than the worst Englishman.

2398. Were there not a great many of his own countrymen who were very proud of him and associated with him throughout?—Certainly they were proud of him for his intellectual attainments, but I do not think they liked him.

2399. When he first came to Madras after his stay in England did the men of his caste excommunicate such of his friends as met him at the Railway station?—No.

2400. Did they threaten to do so?—No.

2401. Are you acquainted with the facts?—Yes. It all came about, not on his landing in this country, but after he himself had shown a disinclination to re-enter his caste.

Mr. *Ramaswami Mudaliyar*.

2402. Do you not think a Native candidate studying for the examination in England would be deterred from doing anything unbecoming which might cost him the appointment for which he had laboured so hard?—There are certain vices upon which feelings of that kind rarely act as a deterrent. I do not mean gross vices.

Sir *Charles Turner*.

2403. If his countrymen are backward in intelligence, or civilization, the fact that there is a gulf between him and the less civilized of his countrymen is a result which cannot be avoided, can it?—That is quite true.

2404. You want a man to remain in India and not have the advantages of a European education, because of the disadvantage that there would be a gulf between him and his friends in India?—Yes, in fact I look upon the matter rather from the standpoint of the community than of the educated classes or of the individual.

2405. We are here to inquire whether education has so far progressed, that we may now obtain Natives who will administer the country in the same spirit in which it has been administered hitherto?—I submit that there is another consideration which ought to be taken into account and that is—how far the public will be satisfied with the share of government that will be given to them if they think that for one set of strangers you are only substituting another. I do not think they would be.

2406. You admit that the educated men of Bombay and the North-West attach higher importance to an English training than you do; to which public feeling should we attend?—I think there is quite as large a number of educated people here who object to it as of those who approve of it.

2407. Then to which opinion should we have regard?—I think you should take evidence from the whole of India and see on which side the weight of evidence lies.

2408. Suppose we were to try and discover what was the feeling entertained by the agricultural population, whom do you think they would prefer as a Collector the Englishman or the Native?—I do not think they have any opinion on the subject, and I am not at all prepared to state that among the middle and educated classes the weight of opinion would be in favor of compelling candidates for the Civil Service to go to England.

Sir *Charles Turner*—contd. Mr. *Stewart.*

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M. R. Ry. *T. Subha Rao.*

2409. What is your caste ?—I am a Brahman.

2410. Do you represent the strict and orthodox Brahmans or not ?—I do not represent them.

2411. Are you a member of the Theosophist's Society ?—Yes, but Theosophists, as such, have no regard for either caste, creed or race.

2412. And the Brahmans have ?—They have.

2413. Should the Uncovenanted Service be recruited only from Natives of India as defined in the Statute, or from all natural-born subjects of Her Majesty ?—From the former, the definition given in the section should be retained.

2414. What are your views as to this service ?—The Uncovenanted Service should be divided into two branches, the higher and the lower. All gazetted appointments and all Tahsildarships and Magistrates' appointments, together with all the ministerial appointments carrying a salary of Rs. 100 per mensem or more should be included in the higher branch. Admissions into this branch should be made by the results of Provincial competitive examinations, the degree examination of the local University serving as the qualifying test. The Government should have the power to fill one-third of the total number of appointments in this branch by nomination on the ground of merit and ability proved either in the lower branch of the service or in the legal profession. The lower branch should continue to be recruited as at present.

The appointments in each Province should be given only to persons in that Province. It should always be open to the Secretary of State to sanction the appointment of Europeans to this service or to any branch of it, if found necessary on special grounds.

If the existing Statutory Service is abolished, the proportion of offices assigned to that service should be allotted to the Covenanted Service. There is no reason why they should be allotted to the Uncovenanted Service.

2415. You would leave no regular road open from the lower to the higher branch of the Uncovenanted Service, but for promotion in special cases only you would allot one-third of those higher appointments ?—Yes.

2416. Do you think the lower Uncovenanted Service would be improved by not having any prospects of rising ?—Under my scheme the better educated men would enter the higher branch, and those who entered the lower branch would be men of no very superior qualifications, and they would, as a rule, be quite satisfied with their status in the service.

2417. Does it not deprive them of all hope of promotion ?—No, because there is still the provision of one-third for exceptional cases.

2418. Have you any suggestions to make as regards pay and furlough ?—There should be no difference in pay, but a personal allowance, increasing with the length of service in India, should be allowed to the members of the Covenanted Service, while the present pay should be reduced by one-fourth. No distinction should be made in the furlough rules on the ground of nationality. As regards pay, promotion and retiring annuity, no distinction should be made between the various members of the Covenanted Civil Service. I do not see how any distinctions can be justified. I do not see that the reasons which exist for giving a Covenanted officer an allowance over and above the pay of his appointment have the same force in the case of an Uncovenanted or Statutory officer.

2419. Do you consider that the present pay of a Statutory Civilian, namely, Rs. 200 a month on first appointment and whilst he is on probation, is sufficient to maintain him in a manner suitable to his position ?—I do not think so. I think he should get three-fourths of the present pay of the competitive Civilian.

2420. Have you any other suggestion to offer within the scope of our inquiry ?—No.

WITNESS XXXVI—5th February 1887.

Examination of M. R. Ry. KRISHNASWAMI AIYAR, Delegate of the Tanjore Peoples' Association and Head Master of the High School.

Mr. *Ramaswami Mudaliyar.*

2421. You are, I believe, delegated by the Tanjore Peoples' Association to give evidence here?—I am.

2422. Of how many members does your Association consist?—Of six hundred members.

2423. Was a meeting of the whole Association held to consider the questions sent out by this Commission?—There was a meeting of the executive committee consisting of about fifteen members. I represent the views of the executive committee.

2424. In what employment are you?—I am headmaster of the town high school which is now a very flourishing institution.

2425. Is the present system of appointing Natives as Statutory Civilians approved of in this Presidency?—The present system of appointing Natives as Statutory Civilians does not meet with general approval.

2426. What are the grounds of disapprobation?—In the first place, it has not introduced into the service men of proved merit and ability as laid down in the Statute. In the second place, the selections hitherto made appear to have been influenced more by considerations of wealth and parentage than of personal merit.

2427. Would you amend the rules and the Statute, or either of them?—Retaining the Statutory provision, we would amend the rules so as to secure that selections be henceforth made from men who have distinguished themselves in the Uncovenanted branch of the Service or at the Bar.

2428. How would you amend the Statute?—By defining the term Native of India so as to include the Natives of Protected States.

2429. If the Statutory system is retained, should the selected candidates be required to proceed to England for training?—The selected candidates may be encouraged to proceed to England, but should not be compelled to do so.

Mr. *Ramaswami Mudaliyar*—contd.

2430. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes. Under the present system candidates begin their official career in responsible positions too early in life.

M. R. Ry. *Krishnaswami Aiyar.*

2431. By what changes do you think these disadvantages might be minimized or removed?—By placing the minimum and maximum limits of age at twenty and twenty-three respectively, and by allotting to Sanskrit and Arabic the same marks as are now assigned to Latin and Greek.

2432. Would you hold simultaneous examinations in both countries?—Yes.

2433. Should they be identical?—Yes.

2434. And held at one or at more than one centre?—At one centre only.

2435. Would you have one general list from which all candidates would be selected in order of merit?—We would have the successful candidates in England and in India classified together in one list in order of merit. The Association do not think that, at present, there would be any preponderance of Natives among the successful candidates; at any rate, until the experiment is tried, they think it is too soon to say what the result would be; but if it should ever be reasonably supposed that such preponderance will happen, they think that it would be proper on grounds of political expediency to limit the number of appointments open to Natives to one-third.

2436. In case an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England for special training?—The Association by no means underrate the advantages of a

Mr. *Ramaswami Mudaliyar*—contd.

training in England. From what they have seen of the men who have been to England and returned, and from what they have observed of Englishmen in this country, they believe that residence in England may be productive of very great advantage to a sojourner there for two years or so. But they think also that at the present time, when caste rules are still very strict, it would not be advisable to make it a condition obligatory.

2437. Is the caste difficulty as great now as it was some years ago?—More liberal opinions are held now than was the case formerly; but I do not think that the objection against the voyage to England has yet become so slight as to justify its being altogether disregarded.

2438. But as a matter of fact are caste rules as strictly observed as they were some years ago?—I do not think that all of them are very strictly observed by educated Hindus.

2439. Suppose it was made a condition of the service that they should undergo a training in England, do you think that the more educated Brahmans would be altogether excluded from the service?—In the present state of Hindu society, a visit to England in order to benefit by the advantages of University training there is regarded as something like martyrdom; but if an example were set in that direction by people who have the courage of their convictions, I think the prejudice, which does undoubtedly exist in the minds of some educated people, would become rapidly weaker and weaker, and that there would be as many Brahmans going to England as men of other castes.

The Hon'ble Mr. *Quinton.*

2440. Are you speaking with reference to the feeling in this Presidency?—Yes, and I am speaking in a representative capacity. I am aware that there are many members of our Association who would take a different view; but I think also that if I could take the opinion of the majority of educated men in this Presidency, they would be found to be strongly of opinion that the bonds of caste are not so

The Hon'ble Mr. *Quinton*—contd.

rigid now, and that they could be removed altogether if some one would set the example.

Sir *Charles Turner.*

2441. Are you acquainted with Latin?—I do not know Latin, but I have studied Sanskrit for the last seven or eight years, and can say, therefore, that it contains the source of all the Hindu law which is administered now, and that, as a training for the intellect, it furnishes everything which the study of languages can be expected to give. There is very little history in Sanskrit literature, but as to the philosophy which is contained in it, I know that some of the most modern phases of English and German speculative thought, for instance the theory of evolution are to be found in it in some form or other.

2442. Do you think in your Sanskrit literature you will find anything at all similar to the modern evolution theory?—I think so.

2443. Do you refer to the doctrine of transmigration?—No, but it teaches us that the sort of life which the father leads has its effect on the son's physical and moral constitution.

2444. In representing the views of the Committee of your society you represent also your own?—Yes, I am confident that the society attach the same importance to Sanskrit as I do.

2445. Are there any more advanced Sanskrit scholars in the Association than yourself?—There are some far more advanced Sanskrit scholars.

2446. Have you yourself found the doctrine of evolution in a Sanskrit work?—I know that in regard to this very doctrine of evolution, some ten months ago one of the best Sanskrit scholars in our Association told us that Professor Monier Williams had said, that the highest philosophy which was to be found in any literature was to be found in the Shastras.

Mr. *Nulkar.*

2447. What are the aims of your Association?—To promote the interests of the district, especially those relating to agriculture, commerce, and education, religious subjects being excluded.

Mr. *Nulkar*—continued.

2448. How are the members elected ?—There must be an application for membership signed by two members of the Association.

2449. Are any qualifications for membership exacted?—No special qualifications are prescribed. Any one may be a member who pays the annual subscription of Rs. 2.

2450. How often does the Association meet?—They hold two general meetings a year, but extraordinary meetings may be convened on a requisition signed by a certain number of members.

Mr. *Ramaswami Mudaliyar.*

2451. How would you recruit for the Uncovenanted Service?—Exclusively from Natives of India, including Natives of Feudatory States.

2452. Would you have the recruitment by competition, or by nomination, or by both systems combined?—By competition, for the upper Uncovenanted Service at any rate.

2453. Would you have the system of recruitment varied according to the class of offices?—There would be a general competition open to University graduates, followed by departmental tests.

2454. Would it be provincial?—Yes, strictly confined to the residents in each Province.

2455. If the Statutory Service is abolished, would you allot the proportion of appointments at present assigned to that service to the Uncovenanted Service or reabsorb them in the Covenanted Service?—I would allot them to the Uncovenanted Service.

Mr. *Ramaswami Mudaliyar*—contd.

2456. Should any distinction be made in the pay of an appointment accordingly as it is held by a Native or a European Covenanted Civilian?—No distinction should be made as between a Native Covenanted Civilian who has entered the service through the channel of the competition in England, or who has spent two years in training there, and an English Covenanted Civilian; but some distinction should be made between an English Covenanted Civilian and a Native Covenanted Civilian who has not been to England.

2457. What distinction?—I have no precise idea.

2458. On what principle would you make the distinction?—On the ground of the superior advantages of an English training which the civilian who has been to England has received.

2459. Have you any suggestion to make as regards furlough and pension?—No.

2460. Is there any other point on which you have anything to say?—One point the Association mentioned was this: they said:—If you are asked why you will not admit the sons of English officials to the Uncovenanted Service, you may say that if those special departments, such as the Opium, Revenue, Survey, Forest, &c., to the higher appointments of which only Europeans are now admitted, are freely thrown open to Natives of India, then there need be no objection to the admission to the Judicial and Revenue branches of the Uncovenanted Service of the sons of British Officers serving in India.

2461. Have you anything further to bring to our notice?—No.

WITNESS XXXVII—7th February 1887.

Examination of M. R. Ry. C. VIJAYARAGHAVA CHARIAR AVARGAL, B.A., First Grade Pleader, Salem.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M. R. Ry. *C. Vijayaraghava Chariar Avargal.*

2462. You are a B. A.?—Yes.

2463. And a first grade pleader practising in the district of Salem ?—Yes.

2464. Can you tell us whether the existing system of appointing Natives to the Statutory Civil Service is approved ?—It is not.

2465. What are the grounds of disapproval ?—First, it is practically closed to educated Natives. Secondly, it is considered that only those who have in some way gained the good graces of influential Government officials can get their relatives into the service. It is considered that the nominees are generally of an inferior type and are not respected to the same extent as men who entered by competition would be respected.

2466. Are there any other grounds of disapproval ?—Yes, Statutory Civilians are not placed on a footing of equality with Covenanted Civilians.

2467. Do you object to the Statute 33 Vic., cap. 3, sec. 6, under which Government has power to appoint Natives of proved merit and ability to posts reserved for the Covenanted Civil Service ?— I approve generally of the Statute, but I would modify it in some respects.

2468. What modifications would you propose ?—I am not prepared to suggest any precise modifications, but I would make it competent for the Government, under exceptional circumstances, to appoint to the Civil Service men of proved merit and ability in the Uncovenanted Service and from the legal profession.

2469. You know that the Statute provides that gentlemen should be appointed to posts, and not to a regular service. Have you anything to say on that point ?—The appointments should be made to an organized service.

Sir *Charles Turner*—contd.

2470. Would you include subjects of Native States in subordinate alliance with the British Government within the definition of Natives of India ?—I would.

2471. Would you extend the definition to Europeans domiciled but who may not have been born here ?—I would, provided they were Natives for all purposes.

2472. What do you mean by that ?—I mean to say they should assume their place as Natives of India for all purposes. One ought not to be able to be a British subject under the Criminal Procedure Code and at the same time a Native under the Statute. I would give them the option of retaining their rights as European British subjects or of being regarded in all respects as Natives of India.

2473. In what respect does the assertion of these rights affect the question of employment ?—In this way: when the late unfortunate Ilbert Bill agitation was proceeding, there were some men who showed that they considered themselves Natives when it was a question of obtaining employment in the public service, but Englishmen for other purposes. I would put a stop to such a state of things.

2474. How does the possession of certain privileges under the Criminal Code affect their capacity for employment ?—It tends to destroy national feeling, and thus impairs their efficiency.

2475. Have not certain Natives the privilege, under the Civil Procedure Code, of being excused from attending personally in a Civil Court? Would you exclude them from the benefit of the Statute ?—I think the privilege is not accorded only to Natives.

2476. Would you exclude any body who took the benefit of that provision ?—I should think not.

Sir *Charles Turner*—contd.

2477. Are you aware that the special provisions in the Criminal Procedure Code aim mainly at securing to the European British subject a trial by persons who are acquainted with his habits of life?—I think that was one of the grounds put forward.

2478. Is it not the same principle which is embodied in the rule which enables Natives to claim a jury composed of men the majority of whom are Natives?—I do not think it is a special provision for the benefit of Natives. Both Europeans and Americans can claim a majority of their own countrymen.

2479. Does not the same principle underlie several of the sections of the Code that confer privileges on European British subjects?—Yes. I object to it because, I as have said, it tends to promote class distinctions and to destroy the sentiment of nationality.

2480. You would have, as far as possible, no distinctive race feeling recognized by legislation in India?—I do not go to that extent, but I say that every occasion should be taken advantage of to abolish race distinctions where it is possible to do so.

2481. If the Statutory Service is retained, should selected candidates be encouraged to go to England to complete their training?—No.

2482. I believe you would have only such men appointed as have already proved their ability?—Yes.

The Hon'ble Mr. *Quinton.*

2483. Do you know any of the gentlemen who have been appointed to the Statutory Service by the Madras Government?—I am not personally acquainted with any of them except the one recently appointed.

2484. How was he appointed?—Under the Statutory Rules.

2485. By what method of appointment?—I think he was made to undergo an examination, and, if I am rightly informed, he was not the most successful candidate.

2486. You say that the nominees of Government are of an inferior type?—When I said so I was expressing the opinion of my countrymen, and not merely my personal feeling.

The Hon'ble Mr. *Quinton*—contd.

2487. Have you consulted people in the matter?—Yes. I believe some Englishmen even regard the nominees as not of the best type.

2488. You have said that nominees of an inferior type were appointed; you do not know any of these gentlemen, and you say your grounds for making the assertion are the conversations you have had with different people on the subject?—Yes.

2489. Have you ever heard any opinion expressed in favor of the qualifications of these young men?—One or two are considered to be fit enough.

Sir *Charles Turner.*

2490. How many Statutory appointments have been made by competition in the Madras Presidency?—Only one.

2491. And that was made some years ago?—Yes. The last appointment was that of an officer selected from the Uncovenanted Service.

2492. Do you know either of these gentlemen?—Only one.

2493. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes.

2494. How would you remove this feeling of dissatisfaction?—I would have identical examinations in India and in England, and I would raise the present age limit for admission to the competition to twenty-three as the maximum limit, and I would place Sanskrit and Arabic on an equal footing, as regards marks, with Latin and Greek.

2495. Would you make any other change?—No.

2496. If an examination is held in India, you would have it identical with that in England?—Yes.

2497. Would you hold it at one or more centres?—I would hold it at one centre.

2498. Should the candidates compete with one another and should there be one general list, or should the appointments be apportioned to candidates in England and in India respectively?—They should be arranged in order of merit and selected accordingly.

2499. If an examination is held in India, should the successful candidates be required as a condition obligatory to proceed to England to complete their training?—No.

Sir *Charles Turner*—contd.

2500. Have you known any of the Natives who have succeeded in the competition in England?—I have known only one in this Presidency. There has, I believe, been no other instance in this Presidency. He was reported to be a man of exceptional attainments, but I was not acquainted with him personally.

Mr. *Ramaswami Mudaliyar.*

2501. Why do you say they should not go to England?—Because the advantages which would be gained by two years' probation in England cannot be compared to the hardship involved in a compulsory journey to and residence in England.

2502. You think the difficulty of caste the principal one?—Certainly I do. It would delay a large class of people from competing for many years to come.

2503. Supposing Government thinks that for the efficiency of its servants who are to fill high offices, it is absolutely necessary they should get that training?—If Government thinks so, it will be for reasons which it can best understand, and I can say nothing more. It will create discontent, that is all.

The Hon'ble Mr. *Quinton.*

2504. You are a Brahman?—Yes.

2505. You would make the examinations in England and India identical and place the men on the same list in order of merit? Do you think there would be any practical difficulty in the way of holding the examinations?—I should think not. I have never been an examiner, but I have been an examinee.

2506. Supposing the examination is held in India, do you think that, with the present limit of age, many Indians would pass?—No.

2507. How many gentlemen would be likely to pass in this Presidency?—I cannot tell.

2508. If you do not think many men would be able to pass, what is the advantage of having the examination in India?—I do not think many would pass, but the advantage would be that large numbers would try.

The Hon'ble Mr. *Quinton*—contd.

2509. Of the men who might pass would many be likely to go to England?—Many would refuse to go to England, both Brahmans and non-Brahmans. They would object to go solely on the ground of religion and caste.

2510. Are you personally acquainted with any of the gentlemen who have gone from this Presidency?—Yes.

2511. Were they Hindus or Mahomedans?—I know of no Mahomedan gentleman who has been to England but I know of some Hindus. They include both Brahmans and non-Brahmans.

2512. Have not many mercantile men gone to England from Madras during the last ten years?—Yes, a Dubash of Messrs. Arbuthnot & Co. went to England.

2513. Venkataswami Naidu?—Yes.

2514. Mr. Etherajulu Naidu and Mr. Pothan Chetty also?—Yes. I believe Venkataswami Naidu has since died.

2515. Was he received into caste when he came back?—I did not know the gentleman at all.

2516. Is the objection to going to England becoming weaker or getting stronger?—It certainly does not get stronger; I think it is slowly becoming weaker.

Mr. *Ramaswami Mudaliyar.*

2517. What you say refers to Madras and not to other Provinces?—I think there is a prejudice even in other Provinces.

Sir *Charles Turner.*

2518. On what is this religious feeling against going to England founded?—I do not know. All I can say is that it exists.

2519. Do you personally see any harm in going to England?—I would not go if I were asked to do so.

2520. Do you think you would do a sinful act by going to England?—If I studied my conscience as one of God's creatures, I do not. It is because I wish to preserve my caste that I object to go. I see no harm in it myself. I know absolutely nothing of the religious

Sir *Charles Turner*—contd.

grounds of objection. I have not studied them.

2521. Has not English education considerably diminished caste prejudice?—It has not done so yet.

2522. In other Presidencies we were informed that this feeling against crossing the sea was disappearing very rapidly?—If that is so, I have nothing more to say.

2523. Do you think other Presidencies are in advance of Madras in education?—I am not sure about Bengal, but other parts of India are not in advance of Madras. There may be exceptional men. I might say the same as regards Bengal if I excluded a few specially exceptional men.

Mr. *Nulkar.*

2524. Do you admit that a visit to England and training there for two or three years will improve a man as a public servant?—No, I do not think it will improve him.

2525. Would they not be better fitted as Covenanted Civil Servants?—No. A man would be neither better nor worse for it. If a liberal education will not make him cast off his prejudices, two years' training in London will not make him a better man.

2526. Do you not think that a man's mind is enlarged by foreign travel?—I do not consider that going to England for training can be regarded as foreign travel. But people who travel to foreign countries generally, I think, gain a little more knowledge.

2527. Is it not one of the objections urged against the employment of Natives in executive posts in India that they are liable to be influenced by caste and other narrow prejudices?—That is so.

2528. Do you not consider that a man who travels abroad and sees foreign countries is less likely to be influenced by such prejudices than one who remains in India?—Prejudices are of two kinds. There is the prejudice as to little matters, such as food, &c. If a liberal education in India does not cure this, nothing will.

Mr. *Ramaswami Mudaliyar.*

2529. Has English education done anything for the Natives of India?—Certainly.

2530. What has it done?—If I am to enumerate all it has done, I may as well refer you to Mr. Mill's works.

2531. Has it not increased the facilities for acquiring knowledge which were available to us before the English came?—It has given us a better knowledge of geography and history and of the political institutions of the West. If I were asked if it has improved morality, I should say it had.

Mr. *Nulkar.*

2532. Has it not placed at your disposal a large amount of Western learning?—Certainly.

2533. You admit that additional knowledge has come to us from the West?—Yes.

2534. Would not a man be better for spending two years at the seat of that learning?—I am comparing our Universities with English Universities, and I say our Universities do as well as the English Universities.

2535. You advocate the study of Sanskrit. If a man studies it at Benares, will he not be a better Sanskrit scholar than if he studies it at similar institutions in Madras?—I know nothing of Benares or its institutions. I know Benares only by report.

Sir *Charles Turner.*

2536. Do you know anything about the English Universities?—No, but I have been told about them by professors.

Mr. *Nulkar.*

2537. Can you tell us whether a pundit who has studied Sanskrit at Benares is a better scholar than one who has not?—Yes, assuming there are no similar institutions elsewhere.

Sir *Charles Turner.*

2538. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic. cap. 3, section 6, or from all natural-born

Sir *Charles Turner*—contd.

subjects of Her Majesty? By Uncovenanted Service we mean Tahsildars, Deputy Collectors, Munsifs and Subordinate Judges?—From Natives of India only as described in the Statute.

2539. Should the recruitment be by competition or by nomination, or by both systems combined?—Mostly by competition, partly by nomination.

2540. Whatever system is adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations or with a preference for such residents?—I should say with a preference for such residents.

2541. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Not if the examination for the Covenanted Service is held both in England and India.

2542. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—I would make no distinction. My opinion is that the present scale of salaries especially above Rs. 1,000 per mensem is a little too high. Up to Rs. 1,000 I would give the same pay to Natives as to Europeans, and after that I would propose a scale which should be considered as just to the Natives until the pay of Europeans has been cut down to the same scale. I look forward to the day when the pay of Europeans will be cut down to what I believe to be a just scale.

2543. You believe that the higher appointments of the Service are too highly paid to be filled by Natives?—I admit they are too highly paid, and when a Native gets the appointment, he should get a just, but certainly a reduced salary.

2544. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer or on any other, and what ground?—If the pay of the European and the Native is the same, I would give longer leave to Europeans to enable them to go to England.

Sir *Charles Turner*—contd.

2545. You are a Native of the town of Salem?—I am a Native of a village near Madras.

2546. You were practising at Salem a few years ago when some religious riots occurred there?—Yes.

2547. You yourself succeeded in persuading the Hindus to refrain from rioting on one occasion?—Yes. The first riot was followed by a second riot.

2548. The riots were between Mahomedans and Hindus?—Yes.

2549. Did the Native subordinates on that occasion come forward to assist in putting down the riots?—Some did.

2550. Who was the highest Native subordinate at that time serving in Salem?—The Deputy Collector.

2551. Was the Deputy Collector present on the occasion of the second riot?—No.

2552. What had become of him?—He was conducting a Revenue sale at Yercand.

2553. Had you on the previous day warned him that there was likely to be a riot?—Yes.

2554. And had you asked him to remain in the town?—Yes.

2555. And he went away?—Yes.

2556. Was the Revenue Sheristadar there?—Yes.

2557. Did he remain in his house?—I think he did.

2558. What Native officials took part in putting down the riot?—Most of them I think. There was the Tahsildar, the Magistrate, and there were Police Inspectors.

2559. Did the police fire on that occasion?—They did.

2560. Did they fire over the heads of the rioters?—I was told so.

2561. There were several disturbances that year in different towns in the Madras Presidency?—Not of the same serious kind. There were some riots in North Arcot.

2562. But in other places there were several serious riots, though not so serious as at Salem?—Not in that year.

2563. Not in Karnul?—I do not know. I heard of one in Bellary, not in Karnul. I do not know if that was between Mahomedans and Hindus. I

think it was between Catholics and Protestants.

2564. Do you think it is necessary that we should have English officers on the spot on occasions of religious riots?—If Native officers are always to be of the same type as now I should prefer English officers.

2565. Do you think you might get better Native officers?—Certainly, we might get Native officers fully equal to Europeans.

2566. Is there any other point to which you desire to refer?—I was going to say that competition for the Judicial and Executive Covenanted Service should be limited to educated men from the local University. There should be a power of nomination vested in the High Court. As regards the Judicial branch, the selections should be made specially from practising pleaders.

2567. Do you consider that Native Judges possess the confidence of the country?—To a greater degree than they did before, especially since the High Court began to make the selections.

2568. Do you think we could get a better class of Judges by competition than are at present obtained by the High Court system?—I would retain both systems.

2569. Would competition give as good results as the present system?—I am not quite sure that competition for the Judicial branch would give better results than the present system of nomination.

2570. Nominations are now made from men who have already proved their merit and ability, either in the profession of the law or in the offices of the Courts?—Yes.

2571. Would you have competition for Tahsildarships?—I would to begin with. They should not commence as Tahsildars.

2572. How long a training should a man have before he becomes a Tahsildar?—If an intelligent man, a year or two will make him fit to be a Tahsildar.

2573. Do you think so short a time as a year or two will be sufficient?—When I consider the little attention paid to the selection of our present Tahsildars, I think it will.

2574. You want a better class of Tahsildars?—I do.

2575. If you want a better class of Tahsildars, must they not have longer training?—No; hitherto Tahsildars have not received a liberal education; and if we give the appointments to people of liberal education who are ambitious of rising, we shall get good Tahsildars.

WITNESS XXXVIII—7th February 1887.

Examination of Nawab MUNIR NAWAZ JUNG, Bahadur, Political and Financial Secretary to H. H. the Nizam's Government, Hyderabad.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

Nawab *Munir Nawaz Jung,* Bahadur.

2576. You are Political and Financial Secretary to His Highness the Nizam of Hyderabad ?—Yes.

2577. Will you state your views on the general questions before the Commission?—At the outset I frankly confess that I am unable to approach the consideration of the very serious problems of how far, in what direction, and by what means the indigenous ability of India can be best utilised in the administration of this country with benefit to itself and with safety to England and the British Empire, from any standpoint of abstract and theoretical ratiocination, and that alone. Believing as I do that when the two come into conflict, the rough logic of fact and event is a safer guide than the mere logic of the schools, and that the successful government of a country is ensured rather by the philosophy of practice and of expediency than by the acceptance of principles grounded on pure abstract reasoning. I believe there is no country in the world which so much as India imperatively demands, in all large matters of Government, the postponement of theory to practice. I am assured that there is little similarity between the conditions in England and the conditions in India. There we see a homogeneous nation, welded together by one common language, obedient to one law, inspired by one common sentiment, controlled by a religion the chief tenets of which are accepted by all alike, with national aspirations which move the masses in a common direction, and with traditions springing from a common fount. The political liberties of the English people to-day are the gift of generations who won them by centuries of patient and manly struggle. They are the heritage of a people born free. The national characteristics have been formed and crystallized by the slow efflux of time. There is nothing sudden in their growth. In India the very converse of all this is true. The peoples are heterogeneous and of diverse tongues. Not even a common language gives them the semblance of union. Where their sentiments are not in direct conflict, they are not in perfect sympathy. The want of lingual unity is intensified by the schism of religion. There is nothing in common between the Brahmans of Southern India and the Pathan or Sikh. The ecclesiastical differences of England only accentuate the reality of one God. Where can the followers of Vishnu and of Mahomed meet in common ? The warlike traditions of past martial supremacy still animate some of the races in India. There is quiet in the land only because England keeps the peace. The jealousy of race is still an element that a statesman must take into calculation, still a danger which he must be prepared to meet. The wishes of the diverse nationalities spread over this vast empire do not lie in the same direction. Civilisation and intermixture may in time erase the distinctions of caste. Only a dreamer would like to say when. Already there are ample indications in the course of this Commission's enquiries, of the tribal or social jealousies which would seek to control the preponderance of an alien faith or alien caste in power. The differences of creed and colour bow to England. They would burst into bitter strife were the restraining influence gone. Institutions of Western birth are slowly gaining ground as they should. The people of India are governed by a marvellous variety of law; they are apart in moral

Sir *Charles Turner*—contd.

and social customs. At times, even under the powerful protection of the British rule, blind fanaticism throws off all restraints, and civilisation is horrified by something of the cruelties of civil war. The physical, social, moral, and lingual peculiarities of the races that inhabit this enormous continent exclude all uniformity of action and belief. When I add to all this the fact that these diverse elements of creed and tongue and thought and hope are swayed and restrained by a power foreign to all and each alike, under circumstances which have no parallel in the world's history, and under a form of government unique in its machinery, its purposes and its personnel, I find it impossible to apply to this complex and extraordinary society the philosophy and the maxims which I might not hesitate to apply to a society that was homogeneous and compact. The conditions of England and India are different. They must be governed in different fashions.

And first with regard to the Statutory Service. The system of appointment to the Statutory Service is not approved. The system is unpopular and deservedly so. And its unpopularity is well-nigh universal. The objections against the system are aimed as well against the Statute itself and the interpretation placed upon the wording of the Statute, as against the rules framed in 1879 under its authority. The discontent is shared not merely by the outside public, but by the recipients of the Government bounty. It is objected, and not without force, that the Natives of India are merely appointed to individual Covenanted posts, that they are not assimilated into the select body of the Covenanted Service: and that in lieu of being entitled to a steady and continuous flow of promotion, no matter how deserving their merits, they are merely transferred from one appointment to another by a process which at every step deliberately and publicly draws attention to the invidious difference between the members of the Statutory and the members of the Covenanted Services. I would admit

the validity of this objection, and obviate it by so legislating that promotion should flow as in the Covenanted Service as a matter of course and not at the instance of local volition.

As against the interpretation placed by the Government upon the wording of the Statute, I am in harmony with the feeling that would confer the very substantial rewards of admission into the Statutory Service upon those and those only who had previously to admission given proof of merit (*a*) either by the able discharge of official functions in the ranks of the Uncovenanted Service, or (*b*) by success in their professional capacity, or (*c*) by the attainment of high educational qualifications. I am unable to approve of the nomination of young and wholly untried youths who are placed over the heads of many old and able servants of the State without any special qualifications in themselves for their sudden advancement. I am in favor of the retention of the Statutory Service, but I would so construe the provisions of 33 Vic., cap. 3, sec. 6, as to embrace within the net of promotion persons whose youthful academical qualifications, added to their social position, or whose age and experience combined with their birth and status in the country invested them with peculiar claims to official recognition, and whose enlistment in the ranks of the servants of the Queen would afford a strong and substantial guarantee of support in times of trouble and emergency.

Lastly, as to the rules framed in 1879, a similar objection is raised against them which I would dispose of by a similar process of reasoning.

If the Statutory Civil Service is to be developed into a popular, a respected, and an efficient service, the present system of nomination thereto should be modified: distinguished service in some profession or in the Uncovenanted Service must be allowed its due share of patronage: the undoubted claims of birth and position must be taken into consideration, and, in the case of the selection of those who are too youthful to have exhibited any practical proficiency in any

Nawab *Munir Nawaz Jung*, Bahadur.

Sir *Charles Turner*—contd.

administrative or professional walk of life, I would require the preliminary qualification of a University degree or of some other test of equal distinction and difficulty. I would not appoint persons to the Statutory Service on the grounds of mere wealth or mere social position. But neither would I open the door to mere intellectuality. The candidates should, as much as possible, be possessed of a combination of both. An absence of either would with me be an insuperable objection. Nowhere more than in India are respect and obedience accorded to rank, to interest, and to influence. They cannot be set aside in any wide scheme of utilizing the indigenous talent of this country without incurring risks and responsibilities from which a statesman would shrink. To the qualifications I have already enumerated I would add that I would encourage, as proposed by Lord Ripon's Government, as liberally as possible—by passage money and by the allowance of salary, fixed on the same scale as the allowance paid to successful candidates at the competitive examination for the Covenanted Service,—the inclination to proceed to England for a period of two years. But this I would make optional, not compulsory. I would have insisted upon this as a matter of compulsion, as I have elsewhere insisted in the case of all Native members of the Covenanted Service, were it not that insistance would practically exclude from the benefit of participation in the administration of this country a large and very influential section of the Native community. In the case of the Covenanted Service I feel no such compunction. I would keep that branch close and exclusive. Native aspiration can find sufficient and legitimate safety-valves in the ranks of the Statutory Service.

I would suggest that those who availed themselves of the offer to proceed to England, should be attached to the India Office during their stay, under such rules as may be prescribed in that behalf by the Government of India, and should be encouraged while in England to improve their

Sir *Charles Turner*—contd.

familiarity with law and legal procedure.

To such men as these the executive and judicial appointments at present in the exclusive possession of the Covenanted Service should be thrown open. I would keep from them only such high appointments as for very many years to come must be filled by Europeans and Europeans alone. Subject to this I would let the Statutory and the Covenanted Civilians struggle in friendly rivalry for the prizes of the profession. There should be no antagonism to create discontent, no difference to arouse humiliation. The two services should run side by side. I am aware that it is sometimes urged that Europeans will not willingly submit to serve under Natives, and that therefore Natives should not be appointed to posts where they would have Europeans for their subordinates. But as a fact in Egypt, in Turkey, and even in India itself, English gentlemen of the highest character are not unwilling to accept subordinate positions under Native authorities, and I am personally aware of Europeans occupying the position of Collector and even of Commissioner who in Native States willingly serve under Native officers, and there is no difficulty experienced, either in official or social matters, in preserving a complete harmony and loyalty of relationship.

For the highest judicial appointments the members of the Statutory Service should certainly be available. The Natives of India have proved themselves very capable as Judges. In executive posts, when tried, they have not failed. They have done good work as Deputy Collectors, and I have every reason to believe they would be equally successful as Collectors. I certainly would not lightly assume the contrary. Modern history furnishes us with many instances of high administrative and executive capacity in Native officials. Men like Raja Sir T. Madava Rao, Raja Sir Dinkar Rao and the Honb'le Syad Ahmed Khan Bahadur cannot fairly be charged with want of energy or of decision of character. There is room for confidence in a race which when occasion

needs can produce financiers like Todar Mal, Revenue officers like Murshed Kuli Khan and Malik Amber, and reveal in women of the type of Ahlya Bai and Secunder Begum a genius not confined to sex. The marvellous capacity for work and for organization possessed by Sir Salar Jung, his intuitive political perception, his courage, his breadth of view and power of self-reliance, speak for themselves. What has been may be, and I for one cannot believe that social organisms which have given birth to men of his calibre will be found unequal to the task of producing officials in the future competent to manage a district. The extension of railways and telegraphs has whittled away much of the old difference, and with it much of the old reasons for the difference between an exceptional administrator and a mere official.

It is imprudent, as it is unsound, to predicate unfitness of a large body of untried men. So far as opportunity has been afforded them, the Natives have not proved themselves unequal to the occasion.

While I would retain the Statutory Civil Service, which if wisely recruited should become a powerful and popular service, I would not recruit it either by incorporating into it any of the unsuccessful candidates for the Covenanted Service, a step which would tend to lower the self-respect of the Statutory body, or by a mere system of open competition. The exigencies of the public service demand qualifications more practical than those which are guaranteed by a mere capacity for winning "marks." We should, no doubt, indent not merely upon the competent, but upon "the best of the competent," but these are not to be found, in my opinion, among the successful candidates at a competitive examination. The moral and social qualities certainly play as conspicuous a part in life's theatre as the purely mental. These cannot be tested by any system of open competition. The selection and encouragement of duly qualified candidates should be left to the wise and careful scrutiny of a Government personally acquainted with the character and

dispositions of the people whom it governs. Education, cheap and diffused, now permeates very humble classes of society whom it would be impolitic, if not impossible, to elevate into positions of great trust and responsibility over the heads of another section, less quick perhaps in the art of passing public examinations, but endowed with many of the *desiderata* of the governing faculty, and entitled to respect by reason of birth, of wealth, and of social status. In almost every Province open competition would operate to altogether exclude from all high offices and from all share in the administration certain entire classes of people who are not only fully qualified and entitled thereto, but whom it would be a political mistake and possibly a misfortune to ignore, or even not to conciliate. The Natives of Northern India entertain no dislike to the yoke of a foreign rule, such as that of the English. On the contrary, they bow to a power which is morally and physically superior to themselves and which is represented in India by men of high training and of rare accomplishments. But they entertain and display an aversion to being ruled over by men of caste and physique inferior to their own, whose only passport to distinction is the certificate of a Board of Examiners. The aversion is intensified when the object of aversion is by birth a stranger. My own experience of Hyderabad confirms this. There the ignorance of the modern system of administration was so entire that the Nizam's Government was compelled to import a number of able and trained officials from other parts of India, whose past experience could be relied upon to create order out of chaos. They have done much good work, yet, though they are co-religionists with the people of Hyderabad, and although they are of the same parent stock, differing from them only in the one point of an inferior length of residence, they are unable to command that respect and following which local Hyderabadis of rank and status can alone secure. The Government of Hyderabad has been

Sir *Charles Turner*—contd.

consequently forced, in deference to strong public opinion, almost to restrict the importation of foreign ability, to establish a special Civil Service class, and to adopt other measures with a view to training for political employment in the future a large number of cadets of families of influence and distinction. So long as, or wherever the number of properly qualified cadets of high families is limited, I would advocate for the Statutory Service a system of nomination by the Government coupled with a high qualifying but not competitive examination. When and where this objection does not apply, I would advocate a system of limited competition such as has been so successfully introduced for the Uncovenanted Service in the Punjab by Sir Charles Aitchison.

If the divisions of the various Provinces of India were based upon any ethnological or geographical foundations, I would restrict the appointment of Statutory Civilians in each such Province to the Natives or domiciled residents of that Province. But the division is in a great measure political. I would, therefore, in exceptional cases and for exceptional reasons, extend the nominations so as to include qualified inhabitants of the adjacent Provinces. I would also so enlarge the definition of "Natives of India" in section 6 of 33 Vic. cap. 3, as to include the subjects of protected Native States in alliance with Her Majesty. The area of selection would be more extensive—and an encouragement would thus be given to individuals who, being practically under the control and supervision of the Paramount Power, should not be debarred from the service of the Queen. An oath or Statutory declaration of allegiance would remove every shadow of objection.

The annual apportionment among the various Local Governments and Administrations of the number of posts reserved from the Covenanted for the Statutory Service should, in my opinion, be left for decision to the Supreme Government. A fixed and unvarying proportion of such appointments once declared might easily create great difficulties. The proportion should be fixed according to the shifting political necessities of each year.

Sir *Charles Turner*—contd.

Turning to the Covenanted Civil Service, there is a sense of dissatisfaction abroad among the Natives with reference to the system of recruitment for that service. This dissatisfaction is directed against three distinct matters—

(1) the system of holding the examinations in England alone;
(2) the reduction of the maximum limit of age to nineteen;
(3) the comparative advantages assigned to Latin and Greek over Asiatic classical languages.

I will deal with each separately, premising here that I would concede something to the two latter demands, but nothing to the first.

The obstacles which have prevented any large influx of the Native element have been caste prejudice, want of means, the uncertainty of success, the temptations to which the candidates are exposed while sojourning in London, their tender age when leaving India, and the severance of home ties. Each deterrent has in my opinion worked for good. I would not raise a finger to smooth the path of those who wished to enter the Covenanted Civil Service by removing or toning down the difficulties which are at present necessitated by an examination held exclusively in England. I would certainly not afford any great facilities by way of scholarships, or passage money, for the introduction into the Civil Service of men without some pretence of private means. I am resolute in my opposition to the double examination. The present system guarantees the country, to a certain extent at least, that the successful Native candidates are men of some means and substance and of connexions more or less respectable. Its abolition would flood the examination hall with a crowd of pauper applicants—and though I would not advocate any pecuniary qualification by itself, I am not pre-

pared to extend to every impecunious intellectual adventurer the privileges of entrance into the most distinguished service in the world. A certificate of excellence in an open competition is no certificate of moral or social respectability ; and while I readily admit that poverty is not dishonourable, I should not care to see the temptations of very responsible office thrust upon the shoulders of absolutely impecunious youths. I do not say that all the successful candidates will be found among the poor. But it is evident that the field of eligibility will be practically without limit, and that the percentage of rich to poor would be very much in favor of the latter. It must be remembered always that the same danger does not exist to the same extent in England. There education, though expensive, is not so much so as to be exclusively for the rich. Here it can be had so cheap that the poorest may participate in its benefits at comparatively little cost. The moral, the social, and domestic surroundings of the candidates of the future, relieved from the prudent necessity of travelling to England for their diplomas of merit, will not be such, in my opinion, as will entitle us to expect that they will command the respect of their fellow-countrymen, or that they themselves will be removed outside the reach of constant and pressing pecuniary temptation. To the people of the North of India, with whose temper and aspirations I am by reason of birth and of experience personally intimate, I am assured the double competition will be extremely distasteful. The Provinces there are comparatively backward in education. But the people are rich and influential. To them open competition in India would mean absolute exclusion, for many long years to come, from the realisation of their legitimate ambitions. Theory may be against me. I prefer to lean upon the wisdom of practice. I am deeply conscious of, and deeply grateful for the grand and earnest desire of the British nation to confer upon us all alike an equal franchise. In

my own lifetime I have witnessed the loyal anxiety of the Government by various measures of educational and political reform, to carry out, in the best interests of all concerned, the beneficent intentions of our Queen. The lapse of time from Sir Thomas Munro to Lord Macaulay and from Lord Macaulay to Lord Ripon has been prolific in wide and gradual advance. The very appointment of this Public Service Commission is evidence of the desire to deal justly with just claims, to extend and not limit the pledges of the past, and this desire appears to be evidenced with peculiar force when the personnel of the Commission is borne in mind. I am the more anxious, therefore, to avoid any hasty opinion which, carried away by the generous emotions of abstract reasoning, may cloud the judgment and have a tendency to involve this country in a weighty and embarrassing complication. It is easy to be borne away by the popular breeze. But I should be untrue to myself, my countrymen, and the British nation if I did not solemnly enter my protest, arrived at after very anxious consideration, and founded upon many years of active practical service, against the acceptance of measures which can only endanger the political well being of two great countries by cheapening admission into the ranks of the Covenanted Civil Service. I know that such cheapening would destroy the respect in which that service is now held in India. I believe it would materially affect the question of the supply from England. The prestige of the Covenanted Service would be irreparably lowered by throwing it open to all classes and all conditions of men, without any moral or social guarantee of fitness, or any qualification other than that the successful candidates had been able under very favorable circumstances to answer better than any one else a certain number of questions in a certain limit of time. I do not know of any country more conservative in its views and its attachments than India. Here the pride of birth and the respect paid to position are still quantities which count for something in

political calculation. The chieftains of the North and their cadets are entities whom no politician can ignore. Men such as these, I conceive, it should be the policy of England to conciliate by drafting their energies into the service of the State. One such carries more local weight than fifty products of abstract intellectuality whose sole claim to place and power is the diploma of a competitive examination. I do not uphold the prejudice or excuse the educational backwardness which debars the nobles from public competition. But I cannot shut my eyes to the fact. The system which would throw open the field of high station and serious responsibility to youth unskilled in anything but the use of books, would shut the door of honourable employ in the face of men who in spite of the unfortnnate effects of regrettable prejudice or educational backwardness, would bring to the British service great loyalty, great familiarity with the country, the prestige of high station, and the useful adjunct of a faithful following. Competition might secure a high standard of intellectual attainments. But it would be at the sacrifice of other qualities not less essential for those who live among the restless and predatory tendencies of the North. The student might shine brilliantly in times of peace. In times of war, of invasion or of internal unrest, would it be wise to have ignored the practical claims of hereditary valour and endurance? We have not yet arrived at the period when brain matter can alone dispose of the destinies of the world. Under the present system it is true that the aristocratic element of whom I write does not seek employment in the Civil Service by migration to England. I believe, however, that in time it would, and when that period had arrived I would give to position and social status a preponderating advantage as against mere mental acumen unfurnished with the guarantees of moral and social respectability. Until such time arrives, the well-born Natives of Northern India are not discontented with a system which, though it theoretically

throws open the Civil Service to men of all castes, colours, and creeds, practically leaves the reins of Government in the hands of the European. With an increased importation of the Native element I feel convinced the old families of the North would grow most discontented. Moreover, however qualified and loyal the Natives may be, it should not be forgotten that a service composed mainly of them will not command the confidence of the European capitalist, and that an unduly large influx into the Covenanted Service of Natives will interfere with and lower? the credit of the Government of India.

Another objection against the simultaneous examination for the Civil Service in India and in England which weighs heavily with me, is the belief that the proposed change would, for reasons which I discuss hereafter, be likely to flood the country with an excessive proportion of Native Civilians. With my views, I have little hesitation in saying that the intimate community of interests between England and India, can be achieved only by retaining in this country for very many years to come a large proportion of English officials who by their education, their traditions, their moral worth, their physical endurance and the robustness of their intellect will impart to the administration of India a vigor, a purity, and an earnestness which can be imparted by no other race of men.

The problem can only be solved by the retention of a larger number of European officials to train, to guide, and to educate the very natural ambition of the Native of India. I gladly admit the presence of much keen indigenous intellectuality. But intellect is not the only, nor perhaps the most important, element of the many that go to make up the sum of true administrative worth. What the Natives of India are somewhat deficient in are moral stamina, and that inborn capacity to meet an emergency which so distinguish the Englishman in a moment of unexpected crisis. These may develop in time. I hope—nay I believe—that they will. But I

Sir *Charles Turner*—contd.

believe also their development to any very widespread and general extent is so distant that it would be unwise to court a grave danger by removing the wise restrictions surrounding and safeguarding those administrative and executive appointments which are for the present practically in the keeping of the dominant power. I lay no stress upon the argument derived from the right of conquest by the sword. I admit the right of all classes of Her Majesty's subjects to aspire to a just share in the government of their own land. I would merely state my firm conviction that that share can be given to them for the present only with certain qualifications and only under certain conditions. I would grant them a just share and no more. There is to me no justice in the demand for an absolute and unconditional equality. On the other hand, I have no sympathy with those who would once and for all exclude the Natives from participation in political rights, and leave the administration entirely in European hands. The true solution will be found midway. When in aid of the undoubted brain-power of to-day time shall have augmented and more widely diffused the sustaining moral virtues of prudence, courage, and of self-restraint: when not only the numberless varieties of race and creed throughout India shall be prepared to live together in more true and lasting amity, but the individuals of these various societies shall have learned to thrust from them their mutual self-distrust: when the Natives shall have displayed the power to lean upon themselves alone in the hour of crisis, and the quality of postponing considerations of self to considerations of public good: then I shall be prepared to invite them to a larger and more generous share in the service of the State.

I believe that if simultaneous examinations were held in India and in England, the English candidates would not compete on even terms with the Indian. Here there exist but few of those attractions which in England entice the boy at school from work to play. To our youth cricket and foot-ball are practically unknown; they are strangers to the fives-court and the swimming bath, to the gymnasium, and to rackets. Later in life the temptations of London or a country town rarely disturb the sameness of the Indian student. The charms of college life, the social pleasures of the University are sealed pages to him. He lives for, amid and in his books. With the great incentive of a Civil Service appointment he would probably forego in favor of still more continuous study what poor apology of sport or play he yet enjoys. The industry of Native students is phenomenal. The outturn I regret to think is often disappointing. Physical health is sacrificed to intellectual distinction, and, far more notably than in the case of young Englishmen, the strain of over-work arrests the course of nature, and converts the stripling into a prematurely decrepit man. This is a practical evil with which Government must be prepared to grapple: and it is an evil which, already in the germ, will spring into visible existence so soon as the fiat shall go forth that all the youth of India may compete in India for the prizes of the Civil Service.

Among the strongest of the reasons for retaining the present system of examination in England is the enormous importance I attach to the influence of Native contact with English thoughts and English modes of life in England itself. It is an education in itself more valuable than success in the schools. It educates a portion of the candidate which books cannot teach. Although this may be met with the reply that successful candidates at an examination held in India could be compelled to visit England for a period, say, of two years, yet I prefer the retention of a system which first compels the candidate to go to England at an age when his mind is more open to impression, his habits less formed, and his prejudices not so deeply engrained; secondly, demands from him something like a two years' training in England itself before he competes at the examination; and thirdly,

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd.

thus practically doubles, or at any rate prolongs, the period of his residence in a healthy moral atmosphere amid expanding and developing influences. And I earnestly trust the Government will not suffer themselves to abolish the most important of the few existing safeguards, *viz.*, that our youths shall bring to the work of the administration of this country something wider, freer and higher than the views which they may have picked up second-hand from the local study of literature, or have absorbed as truth from the lips of men not themselves acclimatised to the sturdy, manly independence of English gentlemen. The value of the training now insisted upon by a sojourn in England is incalculable. I would do nothing to diminish or impair it.

I strongly advocate that the limit of age be altered. The reduction from twenty-one years to nineteen of the maximum limit of age effected in 1876 has been most prejudicial to the interests of the Indian public. Its effect is virtually to close the Covenanted Service to the Natives of this country, barely two candidates having been able to win their way to it since the change was made. A pernicious belief has spread that the change was actuated by a desire to do that secretly which the repeated declarations of the Queen and Parliament forbade should be done openly; and a plausible basis has been afforded for this belief by Lord Lytton's declaration that the necessity of a close service for Europeans was not pressed by him as absolutely necessary, because the "recent reduction of the standard of age for the competitive examination will practically render the competition of Natives educated in their own country a matter of exceptional difficulty." The widely spread discontent, which has been generated among all classes of the public by this belief, cannot be allayed by the grant of any such inferior substitutes as those provided for by the Rules framed under the Statute of 1870.

The Natives are too well aware of their rights under the Covenanted Service scheme to allow themselves to be deprived of them indirectly. As well therefore on the ground of policy as on the ground of justice, the maximum age should, in my opinion, be restored to twenty-one if not raised to twenty-three. Nor do I consider that there are any valid objections against this modification. No doubt it will on various grounds not be proper to have the maximum of age for Natives different from that fixed for Europeans; but, even as regards the latter, raising the age would have a positively beneficial effect on the service.

The reduction of age in 1876 materially altered the sound theory of competition as enunciated by the statesmen and experts who settled the Regulations for the first competitive examination for the Indian Civil Service, which was that the Indian Civil Servant ought to receive "the best, the most liberal, and the most finished education that his Native country affords," and seriously interferes with the attainment of that education. The alteration was made and appears to be persisted in against the advice of the Civil Service Commissioners, against the views of almost all the high Indian authorities, against the opinions of the highest English Educational authorities like Professor Jowett and Mr. Wren, and against the loud protest of the entire Indian public, who are unanimous as regards this matter. Experience has shown that the effects of the change have been most prejudicial as regards the public service. As the maximum limit of age has been more and more lowered, the number of candidates with University Honors for the service has gone on falling, and now stands very low; and "cramming" instead of receiving a discouragement has received a strong and fresh impetus. Besides, the number of competitors also has been steadily declining, their proportion to the number of appointments available for competition having already fallen about fifty per cent., and it needs no demonstration to show that the educational standard and the average ability of the successful candidates varies in direct ratio to the total number of the competitors.

Sir *Charles Turner*—contd.

It appears to have been thought that, the consequences of failure in the competition being more serious at twenty-one or twenty-two than at nineteen, parents were often deterred from reserving their sons for competition till the age of twenty-one from a fear that in case of failure it would be difficult at that period of life to find for them another career; but the real fact is that parents are generally averse to selecting India as the destination of their sons at the early age of fifteen or sixteen. So that regarded from the purely European and public point of view also the restoration of the maximum of age to what it was before 1876, if not what it was at the time of the introduction of the competitive service, would be acceptable and wise. The concession would also supply the country with a more matured and experienced class of servants and meet the objection not unfrequently raised now, that extensive and responsible powers are thrust upon raw youths.

Arabic and Sanskrit, as capable in my opinion of invigorating and of enriching the mind as Latin and Greek, should count for marks coequally with Latin and Greek. The change will not "Orientalize" the competition, which will still be conducted in English, and the majority of the subjects of which will be English or of western birth. Nor will it give an undue advantage to the Natives. For there is nothing to show that Europeans cannot hold their own against Natives in Mathematics, and in English the advantage will clearly lean away from the Native.

As to the Uncovenanted Service :— The Uncovenanted Service should be recruited from all natural-born subjects of Her Majesty. But I would retain the existing restrictions that control the admission of persons other than those of pure Asiatic descent in all cases when the appointment is based upon nomination and not competition. The Natives need some just safeguard against the superior accessibility of other races to a more intimate acquaintance with the fountain source of patronage. It would be a concession to policy and the legitimate demands of the Eurasian element of society, if more liberal use were made of the capacity it has displayed. I fear that its members are embittered by a sense of wrong, and as it is unsound to deny them considerable ability, so it is impolitic and unjust to exclude them from a fair share of the Government.

Recruitment should, in my opinion, be partly by competition, partly by nomination. The proportion of the appointments dealt with annually under each system, I would leave for adjustment by the Supreme Government who would from time to time extend or decrease either according to the varying exigencies of each Local Government. The system of nomination I uphold on the principle that under it meritorious servants of proved ability would secure a well earned promotion. The system of competition I uphold on the principle that under it there would be a perpetual infusion of new blood which could be regulated to a nicety accordingly as the Supreme Government were persuaded that there existed in any particular Presidency a deficiency or an excess of competitive or nominated officials. Preference should be given to men of the same Province or of the same tribe by limiting the local confines of the competition. Strangers should be admitted only when the local supply of qualified candidates falls short of the local demand.

I would assign to the Uncovenanted Service any and all appointments which may be vacated by the abolition of the Statutory Service.

Mr. *Ramaswami Mudaliyar.*

2578. You say in your paper :— "The selection and encouragement of duly qualified candidates should be left to the wise and careful scrutiny of a Government personally acquainted with the characters and dispositions of the peoples whom it governs." Then you think the appointing authority should make itself personally acquainted with the me-

Mr. *Ramaswami Mudaliyar*—contd.

rits and attainments of the persons who are to be appointed?—The nominations must be left to Government, because no one can better determine the fitness of a particular man for a particular post.

2579. Do you think it would be sufficiently acquainted with the merits or demerits of the persons to be appointed?—In some cases hey would be known to Government itself.

2580. For the most part Government would have to depend upon information supplied by its subordinates?—I think that in the case of appointments to the Statutory Service there could be hardly one man appointed to it who would not be personally known to the Government. In my experience nine men were appointed in Oudh and the North-West and the circumstances and family attainments of all those men were personally known to the Lieutenant-Governor.

2581. Yet these selections, after all, did not give satisfaction to the community?—They gave very great satisfaction. The community to which they belonged were satisfied. Circumstances are such that if you give satisfaction to one race, sect or nation you cannot possibly satisfy the others. The first object which Lord Lytton's government had in view when they framed the rule, was that men of good family, high birth and high social position should be appointed; on that principle there could not have been a better selection. The men were the best that could be selected. One was Mirza Mahomed Abbas, son of the Agha Saheb of Lucknow.

2582. You say the object was to select men who belonged to high families?—Yes, and every year the selection has, in my judgment, fulfilled the object of the existing rules. There have been three appointments made this year in the North-West, and any one acquainted with the circumstances of the North-West will agree that no three better appointments could have been made than have been made having regard to family, personal ability, and other qualifications of the gentlemen selected.

Mr. *Ramaswami Mudaliyar*—contd.

2583. At the same time these appointments are not likely to give satisfaction to men who have been doing good service to the State in the Uncovenanted Service?—No. The members of the Uncovenanted Service, as such, have no rights whatever. The Statutory Service was created to provide for men of good family and high rank. For such men as could never have entered the Covenanted Service by competition.

2584. Supposing that instead of making the best selection as you say they did, they had not made the best selection, would not that have given rise to great dissatisfaction among the whole community?—I am not going to suppose any such thing. When District officers and officers in charge of Divisions are consulted, how can there be a mistake.

2585. But in Provinces like the North-West there are probably a dozen men who deserve to be selected?—When there is only one appointment to be filled, the Government selects the man whom it considers the best, sometimes from the Hindu, sometimes from the Mahomedan community.

2586. Would you go to the length of saying that the man selected was in fact the most qualified?—I am not prepared to say that.

2587. But the other men not selected would be dissatisfied and think the selection was the result of favoritism?—That would be the case of course. People would feel aggrieved that the number of appointments was not sufficiently large.

2588. Do you think they would feel aggrieved if after competition the best men were selected?—Of course when you say there was only one appointment, and there were twelve men, the one man would be selected, and the others would feel aggrieved, that is natural.

2589. That might be so if it was the result of favoritism, but surely not if it was on account of superiority?—If their attainments in education and other circumstances were all equal, then of course competition would be the best system.

Mr. *Nulkar*.

2590. In your opinion the Statutory Service as it at present exists has given satisfaction ?—I have already said that it has not given general satisfaction. I have also explained the cause of the dissatisfaction.

2591. Then your approbation of the appointments made in the North-West Provinces and Oudh does not mean that you approve of the present system ?—No, the principles on which the Statutory system is based are objectionable and require some amendment, but those principles, such as they are, are carried out very well.

2592. As to the importation of Oudh gentlemen into Hyderabad, you say that importation was not popular in Hyderabad ?—It was not.

2593. As a matter of fact has any administrative inconvenience been felt as the result of that unpopularity in Hyderabad ? Have political, if not, administrative difficulties been found to arise ?—The administration has been improved, but it has brought about undesirable political results, and Government is bound to take them into consideration.

2594. Were these local political reasons peculiar to the circumstances of Hyderabad, or do you think they would be common to other parts of the country ?—They would exist every where in India.

2595. They are not peculiar to Hyderabad ?—No, it is very easy to understand why it should be so ; some people consider they ought to get that which foreigners are getting.

Mr. *Stewart*.

2596. For a long time past in Hyderabad you have had Natives in charge of Districts as Subahs ?—We have always had Native Subahs as Native Collectors.

2597. How many Subahs are there in Hyderabad ?—Four.

2598. Of what religion are they at present ?—At present they are all Mahomedans ; some time ago there were a Hindu and a Parsi. No distinctions of creed are taken into conderation there.

2599. Have you ever had a Bengali ?—We have not got very many Bengalis in the service.

Mr. *Stewart*—continued.

2600. How have those Natives succeeded as officers in charge of districts ?—They have done well.

2600½. Is their work done as well as that of Collectors of British districts ?—In some cases even better than that of Collectors in British districts. As to the ordinary administrative work, it is sufficient to give instances ; we must look to special work done on special occasions. First take famine—the work done by the Collectors in Hyderabad was not inferior to but was perhaps better than that done by Collectors in British districts.

2601. What principle of selection is observed as regards Subahs ?—They are generally appointed from men in the lower ranks of the service. New men are not put into those posts.

2602. You say there has been dissatisfaction when a resident of a different Province has been appointed. In what way have you found any dissatisfaction exhibited ?—I only said discontent.

2603. In what respects have you found a difference in the administration by a resident of an other Province and a resident of Hyderabad ?—I said that as far as the administration went, they were even better than the local people. The discontent was due to certain other causes.

2604. How do you think the people of Hyderabad would like the appointment of Bengali Subahs?—They would not like it. I have said in my memorandum that the people were discontented, notwithstanding that the men who were imported from outside were of the same religion. Some of them were even descended from the same parent-stock and the only difference was that they came to Hyderabad much later in point of time than the other.

2605. How do Parsi Subahs get on ?—Very well indeed. They have done very good work. There were Parsi Secretaries as well as Subahs. Not only did they carry on Revenue work, but they introduced important reforms, especially Dustur Rustomji.

2606. If you accept Parsis, what are your objections to admitting Ben-

Nawab *Munir Nawaz Jung*, Bahadur.

Mr. *Stewart*—continued.

galis?—In the first place Parsis have long been connected with the country, and Hyderabad owes a great deal to them. There was one Parsi, Mr. Pestonji, who was a farmer of a large extent of Hyderabad territory, and he was held in such high esteem that even coins were struck in his name, and to this day you find the Pestonji Sicca Rupee. Members of his family exhibited great loyalty and fidelity to the State. Their relations with the people were the same as those of Mahomedans.

2607. If four or five eminent Bengalis went to Hyderabad and obtained popularity in that way, would the people of Hyderabad accept them with satisfaction?—No.

2608. What is the reason?—It is not necessary to give the reason for that. If you insist on it, I can.

2609. You have been in Oudh?—Yes, and in the North-Western Provinces.

2610. Would there be any objections in Oudh to the employment of Bengalis as Collectors?—They would not like a Bengali Collector.

2611. Would they like a Parsi?—Yes, they would like Parsis. They consider that the Parsis are descended from a royal race; that is, from a race which has given birth to kings. Mahomedans who come from kingly races would approve of any other men from similar races. For instance, Mahomedans would approve of Rajputs, but they would not like a Bengali.

Sir *Charles Turner.*

2612. What is their objection to these?—Their manners do not resemble those of Mahomedans, and they display too much arrogance.

2613. Do you consider that the Bengalis have not such good manners as other races?—Yes. The majority of the Bengalis are not liked by us because their social life and manners are so different.

Mr. *Stewart.*

2614. One of your objections to competition for the Statutory Service is that it might admit persons whose manners and social position would not be good?—Yes, that is my principal objection. I would rather close the Statutory Service altogether than allow the appointment of such men.

Mr. *Ramaswami Mudaliyar.*

2615. According to the amendments which you propose the Statutory Service would be confined to the admission of men who had distinguished themselves in the Uncovenanted Service?—Not only of men in the Uncovenanted Service, but also of men of ability taken from the professional classes, and also young men of high educational attainments.

2616. Supposing men had distinguished themselves either in the Uncovenanted Service or at the Bar, but were not men of good birth, would you exclude them on that ground from the Covenanted Service?—No, I would give preference to men of birth, but I would not exclude others.

Mr. *Nulkar.*

2617. Do you care for birth so much as good manners?—No, I prefer good manners to good birth, though generally good birth is accompanied by good manners.

2618. You think then that it is important to secure in an officer of Government that he should have good manners?—Yes. Some men taken from high families are very unpopular on account of their bad manners. Some men taken from low families are very popular in consequence of their good manners.

2619. Do not you think that competition among persons nominated would secure good administrators with good manners?—Yes.

Sir *Charles Turner.*

2620. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service accordingly as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—

Sir *Charles Turner*—contd.

I would leave untouched the rules as to pay, retiring annuity and leave. Although there is some truth in the criticism that the honour and dignity of appointments are to a great extent commensurate with their pecuniary emoluments, and that a difference of remuneration creates an invidious comparison with members of the Covenanted Service, the objection, in my opinion, is satisfactorily disposed of by the statement that the Statutory Civilian should be content to accept a lower rate of salary in consideration of his exemption from a compulsory visit to England, from the risks and expense of competitive examination, and of the benefit permitted him in the extension of age. I would meet the further objection that the numerous claims of kindred and of friends upon the purse of every Native of any importance are not merely heavy but are such as cannot be ignored in face of the force of long continued customs, by admitting its truth and replying, that this source of expenditure is not necessarily connected with acceptance of office, and should therefore not be taken into calculation in fixing the salaries of Statutory Civilians. They are claims which have to be met whether those upon whom they press are merely private individuals or hold positions of responsibility under the Crown. The converse of this is true of the Covenanted Civilian. He leaves home and the surroundings of home for service in a foreign country, the climate of which necessitates in many cases frequent change in search of health. His expenses are increased by the very acceptance of office. He has remittances to make, at the risk of a heavy loss by exchange, and occasional visits to pay to England. Neither source of expenditure exists in the case of the Statutory Civilian who resides in his own country, amid his own surroundings, in a climate suited to his physical wants. All things considered, the rupee is of less relative value to the European than to the Native. Distinctions based upon such considerations are not invidious, and cause no dissatisfaction. When a European goes to England, he receives only two-thirds of his Indian pay. When a Native serves in his own country, he should be content with a minor yet very sufficient remuneration. After deduction of all drawbacks, the pecuniary position of the Statutory Civilian is superior to that of his Uncovenanted brother. The difference in remuneration between the Statutory and Covenanted Services recommends itself on grounds of financial policy, and would, if wisely used, permit the Government to reduce to the lowest possible minimum, consistent with efficiency of administration and the safety of the Empire, the number of Covenanted servants imported into the Government of this country.

Sir *Charles Turner*—contd.

Mr. *White*.

2621. Supposing a foreigner were to come of his own accord to this country, would you give him the same advantages as you would give a European who was engaged by the Secretary of State and sent out here compulsorily to do duty ?—All the Covenanted Civilians are engaged in England and sent out here, so that the case you suggest will not apply.

2622. Would you give the same advantages to a man who came to the country on his own account without anybody's invitation ?—No, I would not give him the same remuneration.

Sir *Charles Turner*.

2623. Have you any other points to bring before us ?—No.

WITNESS XXXIX—7th February 1887.

Examination of E. GIBSON, Esq., of the Covenanted Civil Service; Acting Collector of Tanjore, Madras, Presidency.

The Hon'ble Mr. *Quinton.*

Vol. V. Sec. II. Madras.

E Gibson Esq.

2624. You are a member of the Madras Civil Service?—Yes.

2625. Of what standing are you?—I have been twenty-three and a half years in the service.

2626. What appointments have you held?—I have held a variety of appointments. I have been up-country many years. I have been Under Secretary to Government, and my permanent appointment now is Secretary to the Revenue Board. I am Acting Collector of Tanjore. I have held no appointments in the judicial line.

2627. What is the prevalent feeling in your Province regarding the existing Statutory system. If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—None of the Statutory Civilians in this Province have served immediately under my orders; my knowledge of them is derived from what I have seen of their work, and from their Collector's reports, which came under my notice from time to time during the years of my employment as Secretary to the Revenue Board, and from a slight personal acquaintance with nearly all the Native gentlemen who have been thus appointed to the service. Perhaps the correct answer to this inquiry is that there is no prevalent feeling. Such feeling as does exist is, no doubt, one of dissatisfaction on the part of a considerable portion of the educated classes, and especially on the part of those included in the ranks of the Uncovenanted Service.

2628. What are the grounds upon which any such feeling is based?—The grounds upon which this feeling is based are that an impression prevails—whether well-founded or not—

The Hon'ble Mr. *Quinton*—contd.

that nominations are made by what is known amongst Natives as "master's favor;" and as regards the Uncovenanted Service, there is an opinion that their merits have been unrecognized or postponed to the possible future deserts of young men who have done nothing to deserve the favor of Government.

2629. Is the feeling of dissatisfaction directed against the Statute itself (33 Vic., cap. 3, section 6), or is it directed against the rules framed thereunder?—I believe the whole system, or at least the working of it, is regarded with disfavor.

2630. If the Statute itself is objected to, is it because its provisions admit persons to specific appointments only and not to membership in an organized "service?"—Practically the Statutory Civilian of Madras is a member of the Civil Service. His name is enrolled in the Civil List, and he is ordinarily promoted in order of seniority.

2631. Are you aware that the Government of India have ruled that a Statutory Civilian is not to be regarded as a member of the Covenanted Civil Service, that he cannot be placed in the list, and that every promotion is to be regarded as a new appointment?—I was not aware of that.

2632. Do you consider that section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness, and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide?—Yes, the definition is sufficient.

2633. Do the objections relate to the general conditions in regard to pay,

The Hon'ble Mr. *Quinton*—contd.

promotion and retiring annuity under which Satutory Civilians hold their offices ?—I have heard no objectione either on the part of the Statutory Civilians themselves or others on these grounds.

2634. How do Statutory Civilians compare in regard to their work as public servants with Native Civilians who have passed in by the channel of the English competition ?—In this Presidency there has only been one Native Civilian admitted by competition in England. He was a promising officer, but died after some three or four years' service, about the time of the genesis of the Statutory Service. Comparison is therefore not possible. As one who holds that education implies something more than mere book-learning, I should say that the practical value, to an officer, employed as Civilians are in this country, of a few years' residence in Europe, must be very great.

2635. How do Statutory Civilians nominated or selected by competition compare, in regard to their work, with Statutory Civilians selected on the ground of merit and ability previously proved in the Uncovenanted Service or other branches of the Government service, if any such selections have been made ?—I believe that no less than three of the seven Statutory Civilians employed in Madras were, before appointment, members of the Uncovenanted Service, but only one of them apparently was selected on the ground of merit or ability previously proved. I understand that this officer has fully justified the selection.

2636. Are Statutory Civilians regarded as occupying a position inferior to that of persons who have entered the service through the competitive channel ? Are they so regarded by their *confreres* in the service who have entered through the competitive channel ?—Most certainly they are so regarded.

2637. If such a feeling exists, on what grounds is it based ?—The feeling is probably based on much the same ground as that with which a Curate in Engand, who has had a University education at Oxford or Cambridge, regards a fellow-curate who has taken orders *via* a Theological College such as St. Bees. The St. Bees clergyman and the Statutory Civilian have both got in at a "back-door."

2638. How is the present Statutory system regarded by members of the Uncovenanted Service?—The system is thoroughly disliked by the Uncovenanted Service, and is regarded as unfair to old servants of Government. This of course applies to the system as worked in Madras, whereby the newly appointed Statutory Civil Servant is put into the service at the bottom. I do not say this is wrong; on the contrary, to put him in anywhere else on the list would be a grave injustice, except in circumstances which do not at present exist.

2639. Do competitive Civilians, English and Native, and members of the Uncovenanted Service, respectively, stand on a footing of cordiality with Statutory Civilians, or is there any friction between them ?—There is no friction so far as I know.

2640. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service ?—With one exception I fancy all those appointed, in this Presidency, to the Statutory Service, would have been willing to enter the Uncovenanted Civil Service.

2641. Do young men among the landed aristocracy or of good family display unwillingness to accept employment under the Statutory rules?—I do not know whether they have been invited or not, but only one has joined the Statutory Service, and he has been on leave without pay on two occasions.

2642. Do young men among the landed aristocracy or of good family display unwillingness to accept posts in the Uncovenanted Service, and a willingness to accept employment under the Statutory rules?—As a rule it may be assumed that young men among the landed aristocracy and of good family do not care for employment unless they are in want, and in that case they will take any post. The real

The Hon'ble Mr. *Quinton*—contd.

difficulty, however, with this class of persons is their want of education. Let the Court of Wards tell the story of dozens of lads of this class; how many, as Secretary to the Court, have I taken a personal interest in, and what has been their fate? An early marriage at seventeen or eighteen years of age, and all education finally stopped. The Madras University Calendar would doubtless show that not half a dozen sons of Zemindars have taken a degree.

2643. Has the appointment of Natives under the Statutory rules or under 24 and 25 Vic., cap. 54, produced uncertainty or uneasiness in the minds of Covenanted Civil Servants as to their promotion and prospects?—As the Statutory rules and the Act quoted have been worked in Madras, I cannot say that there has been much uncertainty or uneasiness in the matter; though at one time there was some anxiety in the service. So long as reasonable promotion is given to the juniors, I do not think they ought to complain if the rules in regard to promotion are worked somewhat differently hereafter. What needs to be carefully guarded against, in the interests of Government as well as of the service, is that reasonable expectation shall not be disappointed, and if this be done complaints, if any, will not be well-founded.

2644. Has it had an appreciably injurious effect either on the recruitment or on the efficiency of Civil Servants?—I cannot say that an appreciably injurious effect has, so far, been produced, but that an element of uncertainty and insecurity has been imported into the service by the introduction of the Statutory system, must be admitted.

2645. How would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in this Presidency? How would a system of nomination to be followed by a period of probation be regarded by the same class?—Except in so far as they may be personally interested, directly or indirectly, that is to say, on behalf of themselves or their relations, I do not think the influential sections of

The Hon'ble Mr. *Quinton*—contd

the Native community take any interest in the matter. With those who do interest themselves in it, it is simply a question of "loaves and fishes." No system of nomination, however qualified, would ever give satisfaction to any except the fortunate nominees and their friends.

2646. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—I think not. The nomination must always rest with the members of the Government, who from their position, and, above all, from the fact that they are Europeans, are peculiarly unfitted for making nominations, as they cannot possibly be intimately acquainted with the qualifications of the young men whom they may select. There is a great deal more to be said against such a system in India than in England. The reasons are obvious.

2647. Do you consider that nominations should be confined to persons of proved merit and ability?—Most certainly.

2648. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—It might be held to have been proved in various ways, chiefly by approved service under Government, but not exclusively by such service.

2649. How would a system of limited competition amongst persons nominated for this purpose by the Local Government or by the Universities, or by those authorities concurrently or alternately, be regarded?—It would not be approved altogether, for the public generally would never believe that "master's favor" had not controlled the nominations.

2650. In preference to either of the above systems, would a system of open competition, pure and simple, for the Statutory Service, commend itself to the Native community?—I think it would do so.

2651. If competition in any shape is preferred, should there be one competition for all India or separate competitions in each Province?—As India is made up of such a number of countries, I should prefer separate competitions for each Province. I may give two reasons for this preference, it

The Hon'ble Mr. *Quinton*—contd.

would be an advantage to the Government to employ a man in his own Province, where he knows the people amongst whom he works, and it would be more popular with the persons to be employed.

2652. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests or preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social, and physical fitness?—I would in regard to (1) age and (3) moral and physical fitness, but not in regard to social fitness; for that, if it has any precise meaning in India, means *caste*. And as to intellectual capacity, that, of course, must be determined by the competitive examination which I recommend.

2653. If so, what should be the tests under each of the heads specified?—The age might be fixed at from eighteen to twenty-one years, *i. e.*, over eighteen and under twenty-one years. The moral and physical fitness would be certified by respectable referees and by medical examination respectively.

2654. Do you consider that there should be a period of probation after selection?—Certainly there should be a period of probation.

2655. If so, what should be the duration of the probationary period?—One year ought, in my opinion, to suffice.

2656. Should the period of probation be passed in the ranks of the Uncovenanted Service, or of the Covenanted Service, or in what other manner?—Not in either service, but in acquiring, by study, a knowledge of law and such other subjects as it is essential to the proper discharge of their duties that Civilians should be acquainted with.

2657. Do you consider that after selection and before entering on probation (or on duty) the person selected should undergo special training?—The probationary period should be one of special training.

2658. If so, should the special training be carried out in India or in England?—Under a system of open competition in India I fear the special training could not be carried out in England, though, if practicable, it would, in my opinion, be an enormous advantage.

The Hon'ble Mr. *Quinton*—contd.

2659. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—It is one of the weakest parts of our educational system in this part of India, that the students of our Colleges are practically without control out of school hours. I might say a good deal on this subject, but this is not the place. As regards the establishment in India of a College on the basis of Haileybury, I think it would not be practicable. The difficulties regarding caste would prove insuperable, though of course a day-college, without the discipline involved in residence, might be established; but that would not be of any great benefit.

2660. Would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—Selected candidates might be encouraged to spend their period of probation in England by means of special stipends. I doubt, however, whether advantage would be taken of such an offer to any appreciable extent if it were optional to remain in India.

2661. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—No.

Mr. *Ramaswami Mudaliyar*.

2662. You say you have heard no objections either on the part of the Statutory Civilians themselves or others regarding pay, &c. May I ask whether you know any of the Statutory Civilians?—I have met them all at different times. I have not served in the same district with any of them, I have not known them intimately, and I have not asked them this question.

The Hon'ble Mr. *Quinton.*

2663. Speaking of a system of nomination you say there is a great deal more to be said against such a system in India than in England. Why so?—The meaning is this that in England every man who has a certain amount of patronage incurs a certain amount of public criticism. There is a certain amount of criticism in India also, but it lasts only for a short time, as the persons who make the nominations are never heard of again in a short time after the nominations are made.

2664. Is not patronage in England exercised, in the first place, with regard to party considerations, and secondly, with regard to efficiency?—I think that may be so, but I say that in India Europeans are specially unqualified to find out the qualifications of their nominees. They are bound to take them at second-hand, they know nothing of the men personally, whereas a patron in England probably knows the nominee from his youth.

2665. Suppose that Covenanted Service appointments, for instance, were open to nomination in England, it does not at all follow that the person who would have to make the nomination would be acquainted with the person who was nominated?—It may not necessarily follow. I do not advocate any system of patronage, what I meant chiefly was that there is not the same amount of public responsibility, such responsibility as there is to the public probably lasts only two or three years.

2666. Is not Government responsible for the efficiency of the service?—Yes, still I say it has not the means of acquiring the knowledge necessary to enable it to make the best selections.

Sir *Charles Turner.*

2667. Is it not a fact that for appointments in many important branches of the public service there is competition either limited or open?—I believe that during the last twenty-five years, all the principal branches of the English Civil Service have been recruited entirely by competition.

Sir *Charles Turner*—contd.

2668 Have you any reason to think that nomination has not been wisely used in this Presidency?—I certainly think that the nominations have not been in accordance with the intention of the Government of India at the time the rules were passed. The object was to get men of ability, good family, and, presumably, of influence, to enter the Civil Service. I do not know whether offers were made to such men, but they were not as a rule secured.

2669. Speaking of the whole public service where nominations obtain, have you reason to think patronage has not secured by any means the most qualified candidates?—I think that, on the whole, nominations succeed sufficiently well for minor appointments. I do not know enough about the police; I have had nothing to do with them for ten years. I have examined in my time several of the gentlemen appointed by nomination. I was a member of the Board of Examiners in Madras, and I have certainly been struck by the want of knowledge displayed by the candidates in answering questions which I should certainly have expected them to understand.

Mr. *Stewart.*

2670. Of what class of men are you speaking?—Of the Statutory Civilians. I have two cases in view. There is only one who would not have been glad to enter the Uncovenanted Service.

Mr. *Stokes.*

2671. Are you aware that that gentleman had a brother a Deputy Collector?—I do not say absolutely that he would not have been willing to enter the Uncovenanted Service; but in that case, I might amend my answer and say there is not one.

2672. You advocate a system of open competition for Statutory appointments, and you say that a special training in England could not be insisted upon though in your opinion it would be an enormous advantage. In what way would it be of ad-

The Hon'ble Mr. *Quinton*.

vantage ?—I think it is an advantage to any man born in the East to live in Europe for a year or two.

2673. You think that men who have not had this advantage would be inferior to men who have ?—Yes, I think so.

2674. In opening the Statutory Service to competition, is your object to procure the best men for the public service ?—Certainly.

2675. You think it would be an enormous advantage to selected candidates if they could be sent to England, but you fear that under a system of open competition that would be impossible. Then your system of open competition does not secure the best men ?—They would be better men compared with those received under the present system.

2676. Do you still adhere to your opinion that open competition is the best way to get the best men for the Statutory Service even if you cannot send them to England for training ?—I do not quite follow the question.

2677. You recommend open competition for the Statutory Service ?—I do.

2678. To enable you to get good men ?—Yes.

2679. How are you to get the best men in that way when you say you cannot send them to England ?—You would at all events get better men than you get now.

2680. If, having properly selected them, you were to send them to England, do not you think that would be an advantage ?—If you could do it, no doubt it would. If you could send them to England, I should prefer that the open competition should be undergone before they went.

2681. You say, however, it could not be done under the system of open competition in India ?—If it were left optional to the selected candidates, they would not go, nothing would induce them. However, I do not see by what system you could get men trained in England for the Statutory Service.

The Hon'ble Mr. *Quinton*—contd.

2682. Could you not appoint them here and then send them to England to be trained with Civilians or at the Universities ?—I do not go so far; as to say it would be impossible it would be difficult. The difficulties would be almost insuperable. You might get a few paupers, who do not care about caste or family, who would consent to go under conditions of that sort, but I am certain that if there was any option of any kind, Natives of this country would not go.

2683. Do you know of any Native from Madras who has gone to England for other purposes ?—Very few I think. I know most of the influential Natives in Madras town, and the only two whom I have known personally are my friend Mr. Ramaswami Mudaliyar, who went home last year, and Venkataswami Naidu, Dubash of Barry & Co. I might make another exception ; there is a Native Barrister who is a Christian, Mr. Subramanyan.

2684. Would not any of these gentlemen have been a good nominee for the Statutory Service ?—Yes.

Sir *Charles Turner*.

2685. Mr. Venkataswami Naidu went to England after he had made a large fortune here. Do you think it likely he would have accepted an appointment in the Statutory Service ?—No, certainly not.

Mr. *Stewart*.

2686. What objection have you to recruit the Statutory Service by the promotion of men of merit and ability in the Uncovenanted Service ?—I have expressed my opinion upon it. My answer referred only to the present system of nominations. I have not said anywhere that I should object to a system of selection from the Uncovenanted Service. On the contrary, it is a thing I am much in favor of. I am assuming that the question is to find a substitute for the present system by which men are selected when yet young.

Sir *Charles Turner.*

2687. Do you think it possible for the Government in this Presidency to obtain, from reports sent up by Collectors, anything like a thorough acquaintance with the capacity of men who might fairly aspire to the Statutory Civil Service ?—You refer to men in the Government service ?

2688. No, outside of it. Do you think it is possible to obtain anything like an accurate estimate of the ability and character of the different gentlemen who might aspire to the Statutory Service merely from reports sent up from districts?—No.

2689. Some of these gentlemen reside at several days' journey from Madras in the Northern Circars or distant Provinces of Malabar and South Canara ?—Yes.

2690. It would be almost impossible for all these gentlemen to be personally known to the members of the Governments ?—Quite impossible, and if they were not, the field of selection would necessarily be limited.

2691. You have been a member of the Board of Examiners on many occasions ?—Yes.

2692. Supposing there was a competition confined to men of good ability, education and manners, roughly speaking, what number of gentlemen might be admitted to such a competition ?—Do you mean what number of men would be likely to present themselves ?

2693. Yes, and would be likely to be admitted—trained intelligence and good character and manners being the qualifications ? If you had a competition open to all such men under twenty-five years of age, how many might justly claim to be admitted to these examinations ?—I cannot mention any particular number, but it would be considerably more than fifty.

Mr. *Stewart.*

2694. Would it not add greatly to the efficiency of the Uncovenanted Service if selections were made from its ranks?—There is the difficulty contemplated in one of the questions set by the Commission, that so long as appointments are made only to

Mr. *Stewart*—continued.

posts at the bottom of the list, the men in the Uncovenanted Service, who are men of special ability, have already got up to a point where promotion, if we can call it so, to the Statutory Service would involve loss of pay. I know one case in point now.

2695. Does the Statute itself impose any limitation as to the posts to which the selected person is to be appointed ?—No, I am only speaking of the practical working. If it could be amended, I think it would have a decidedly good effect in stimulating the Uncovenanted Service.

The Hon'ble Mr. *Quinton.*

2696. If Government made it a condition precedent to competing for the Statutory Service that the successful candidates were to be sent to England for training for a year or two, do you think it would have any great effect on the number of men who would come up to compete ?—Certainly, very great.

2697. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service ?—The only objection that I have heard is an objection that has been repeated over and over again, namely, that the age for Natives is too low.

2698. Do you think any change should be made in the system ?—I should certainly advocate an increase in the maximum limit of age to at least twenty-one.

2699. Do Natives of India labor under any disadvantages except as to age in competing ?—Yes, the distance between England and India.

2700. Would you recommend any changes to minimise the disadvantages ?—The answer to this question must depend upon whether in the case of the Natives of Madras the difficulty of going to England to compete is a financial one or one of caste. I hardly think the former can be the greater of the two, for there are plenty of Natives who could overcome that, but the caste difficulty is undoubtedly very great, and I believe the family system to be a still greater bar. No facilities which could be given would overcome the ties of caste and family, except in

The Hon'ble Mr. *Quinton*—contd.

a few cases, but they would probably be attractive to Native Christians. I may add that Mahomedans have not the same prejudice against going.

2701. What form or forms should such facilities take?—The only form I can suggest is money.

2702. Should any conditions be attached to grants of money?—I do not think it would be possible to impose any conditions which would be satisfactory in every respect. *Ex hypothesi* the recipient and his friends would not be well off, and repayment, in case of failure, could scarcely form part of the bargain. Practically then all that could be done would be to make promising selections and trust to the good faith of the candidates.

2703. Would you make any alteration in the subjects of examination, or in the marks obtainable in certain subjects?—My knowledge of the present system of marking is not sufficient to enable me to answer the question.

2704. Would you have simultaneous examinations in India and England?—If this could be managed it would, I think, be an excellent plan.

2705. How would this method of selection be regarded by the Native community generally?—The Native community could not possibly object to such a method.

2706. If you advocate such a system, would you restrict the competition in India to Natives, and that in England to English candidates, or would you admit both classes freely to either examination?—I would place no restriction such as that suggested on admission to the examination in either country.

2707. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—The Brahmans would probably get most of the appointments.

2708. Do you think there are any objections on political or administrative grounds to open competition in India?—The result would doubtless be depressing to those classes, *e. g.*, Mahomedans, who are unable to compete with Brahmans, but I do not think that this consideration is of

The Hon'ble Mr. *Quinton*—contd.

any great weight. There would always be a preponderance of Europeans among the candidates who pass, and after all the Covenanted Civil Service of this Province consists of only about one hundred and fifty men.

2709. Should the examination be identical with that held in England?—I think I have said I would have exactly the same papers if they could be forwarded.

2710. Would you have one list of successful candidates?—Yes, they should be put in one list in order of merit. I have supposed that the same papers are to be set for the candidates in England and for those in India. The papers would of course be examined and valued in England. The names of the candidates being unknown to the examiners. If provincial examinations were held, the whole system would have to be altered and free competition eliminated from it.

2711. The Indian examination being a branch of the English, should it be held at one or more centres?—I should have a local examination for each Province.

2712. Would you make any apportionment of appointments at the respective examinations?—No, I should put all the candidates in one list.

2713. If an examination is held in India, should the successful candidates, as a condition obligatory, be compelled to proceed to England to complete their training?—I think the object of the concession would be lost if you made it compulsory. The objections relate to considerations of caste and family, and these are common to all Hindus. I have made a voyage to England with a Hindu (Sudra) gentleman who took a cook with him by a P. and O. steamer. Every facility was afforded by the officers of the ship to enable him to travel in comfort, but the cook was ill and could not work; so my friend had to live for some days on rations of biscuit, &c. Of course he could touch nothing prepared in the general kitchen.

2714. Under such a system, would it be possible to provide against Natives of a Province in which education is comparatively backward being exclud-

The Hon'ble Mr. *Quinton*—contd.

ed from appointments in their own province ?—Probably not.

Mr. *Nulkar.*

2715. You would not require those who passed the simultaneous examination in India to go to England ?—I would not insist upon it.

2716. And yet you would place them in the same list ?—I would place them in the same list.

2717. You give them the same privileges and the same claims to promotion ?—Certainly, the question of pay I have treated as a separate question.

2718. You say that under those circumstances, Brahmans would probably get most of the appointments—in this Presidency you mean ?—I think so; five out of six, at all events, would be taken by Brahmans.

2719. Would you not avoid such a preponderance if there were a way of avoiding it ?—I think it is desirable to avoid it.

2720. Would not the condition of going to England to undergo a probation for two years adjust that preponderance ?—The objection I should have to that is that, in regard to Brahmans, it will impose a heavier penalty on them than on any other caste.

2721. I suppose you know the same objections are not taken to a voyage to England even by Brahmans in other parts of India ?—I know that it is so with regard to Bengal.

2722. Would not education in time have the same effect on Brahmans of this province ?—It might in course of time, but the time would be a very long one. We have had experience already, the competitive examination was opened to Natives in 1856, thirty-one years ago, and so far as I know, not a single Brahman has gone from this Presidency to compete.

2723. Under the present system the Native candidate is handicapped so heavily that there is a great risk of failure. If that risk is taken away and certainty secured by nomination and examination here, would not those great prizes placed before candidates be a sufficient inducement for them gradually to overcome their caste

Mr. *Nulkar*—continued.

prejudices ?—In course of time it might be so, but not for a very long time.

Mr. *Stewart.*

2724. You consider a competitive examination in England and in India would be a good plan if it could be managed. Could it be managed ? The great difficulty will be with regard to the examination papers. In order to have the same papers for the Indian examination, you will have to forward them to India at least a month before the examination takes place, and consequently they would have to be printed a month before, unless you sent them by cypher or by wire ?—That would be objectionable.

Mr. *Ramaswami Mudaliyar.*

2725. Unless you sent them in manuscript ?—Yes; I do not think it would be an insuperable difficulty.

Mr. *Stewart.*

2726. What do you think about the *vivâ voce* ?—I do not think the *vivâ voce* test could take place in India. You could not have two examiners examining in the same subject.

2727. Could not the same standard be observed without having the same examiners ?—I think examiners vary so much that it would be extremely difficult to arrange it. I do not say this difficulty is altogether insuperable.

2728. You would insist on the retention of the *vivâ voce* test ?—I would not advocate its being done away with as it is often advantageous to the candidate as well as to the examiner.

2729. Do you not think it necessary for Indian candidates especially ? You say their powers of cramming are phenomenal ?—I certainly think the *vivâ voce* test ought not to be done away with if it can be maintained; but there are difficulties about maintaining it which are very great.

2730. You say there are only about one hundred and fifty appointments in the Covenanted Service in this Presidency. Do you contemplate that all these posts would be held by Na-

Mr. *Stewart*—continued.

tives?—No. I meant to refer to the smallness of the danger in regard to the employment of so many Brahmans in the service.

2731. Do not these one hundred and fifty appointments represent the Government of the country?—No; there is an enormous power below them.

The Hon'ble Mr. *Quinton.*

2732. Would not the same argument apply to Brahmans that you apply to Mahomedans? You say Mahomedans cannot complain if they are excluded by a preponderance of Brahmans, and you say Brahmans have a just ground of complaint because they have to go to England?—The question related to the preponderance of a particular class. I say the total number would be only one hundred and fifty at the very most. The number of Brahmans employed would not be sufficiently great to make that consideration a very important one.

2733. Would it not give cause of dissatisfaction to Mahomedans if all the appointments reserved for Natives were given to Brahmans?—No doubt it would. Taking other things into consideration, I think it should be guarded against.

2734. Have we any educated Mahomedans in the public service in this Presidency?—Very few, there has been every disposition for years past to encourage them, and up to the present time our difficulty has been to get employment for men who have not been educated up to a prescribed standard. I am speaking of the Uncovenanted Service. I have always tried to get Mahomedans into the service.

Mr. *Ramaswami Mudaliyar.*

2735. You say you do not consider this to be a consideration of very great weight?—I think we are bound to get the best men we can. It is partly their own fault. The number of men we should get would not make it of very great importance.

2736. You mean it would be their own fault if they did not reach that standard of efficiency that would entitle them to compete?—That is one reason.

Mr. *Ramaswami Mudaliyar*—contd.

2737. Would it be fair to Mahomedans if you held an examination in India, and for the sake of Brahmans did not compel the successful candidates to go to England?—In one case you put a difficulty in a man's way which he would be bound to yield to or overcome; in the other case the difficulty arises from a man's own fault. Where you tell a man he must go to England in order to qualify, you place him in a difficulty he can hardly get out of. Mahomedans have the matter in their own hands. They can educate themselves if they like.

2738. It is not altogether their fault, I suppose?—In no case would I sacrifice the public interests to a feeling of that sort.

The Hon'ble Mr. *Quinton.*

2739. Would you not do so if you exempted the successful candidates at the examination from going to England?—I would not do it solely on account of Brahmans.

2740. If you consider a training in England an essential qualification, how do you justify your relieving certain classes from that qualification?—I do not think I have anywhere recommended they should be absolutely relieved. What I said was that by imposing the condition you could not ensure that you would get the best men you could get by open competition in this country. I do not oppose any condition that may be imposed. If you wish to admit Natives of the country into the Civil Service and to give the same chance of admission to all, the restriction as to a voyage to England cannot be insisted upon.

Sir *Charles Turner.*

2741. You have expressed yourself much more strongly respecting the prejudice against a voyage to England than many Natives. On what grounds do you base your opinion that Brahmans would not go if it were made a condition of their appointment?—I have heard only one opinion from Brahmans on this point, and that is that family ties are such among Hindus in this part of India that they will not separate. I speak after en-

Sir *Charles Turner*—contd.

quiring very generally amongst numbers of people.

2742. Has this prejudice against going to England become more intense in the last few years in your opinion?—No. I should say not. I have no reason to suppose that it has.

The Hon'ble Mr. *Quinton.*

2743. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—I have never been able to conceive why any distinction should be made in regard to eligibility.

2744. By Uncovenanted Service I mean Tahsildars, Deputy Collectors, Munsifs and Subordinate Judges. How would you recruit for those classes?—That is rather a difficult question to reply to. I think there is a very great advantage, for instance, if a Tahsildar rises from the ranks, andhas long experience before he takes charge of a Taluk, I think you probably lose more than you gain by having a competitive examination for these particular appointments. I am speaking of the Revenue branch. I do not know much of the Judicial department.

2745. Do you approve of the present system of appointing to the Revenue department?—I certainly think it is not altogether satisfactory. There is a great deal to be said for and against it; on the whole there is more to be said against it than for it. If you ask me what I am going to substitute for it, I have no scheme. I cannot suggest any improvement on the present system. I see the weak points of the present system and feel them myself, but when it comes to providing a remedy, I cannot suggest anything.

2746. Do you think a district affords a sufficient area of selection for Tahsildarships?—I think so; if not, there is no reason why you should not go outside. In my own district I have at least thirty-five Sub-Magistrates, of these only nine are Tahsildars, all the rest are men eligible for promotion to this class. Tanjore is one of the most important districts in the Presidency;

The Hon'ble Mr. *Quinton*—contd.

it is one of the smallest in area, but one of the most important as regards revenue.

2747. Regarding the judicial service, do you propose to offer any remarks about it?—I propose to say nothing about it.

2748. Should the system of recruitment for the Uncovenanted Service, whatever it is, be Provincial?—I think there are more advantages to be gained by a provincial system than by any other.

2749. There is nothing to prevent a Collector in Madras from appointing a Bengali Tahsildar, if so inclined?—No, but I think it should be provincial for various reasons.

2750. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I would throw the one-sixth back into the Covenanted Service.

Mr. *Ramaswami Mudaliyar.*

2751. Do you think it advisable that men who hold the posts of Tahsildars and Deputy Collectors should rise from the bottom of the list?—I limited my answer to Tahsildars. I said I thought it better they should rise from the ranks, and in that way you would get more efficient men for that class of appointment than you would by the appointment of men right off as Tahsildars.

2752. Would you exclude men of good education who would not care to rise from the bottom?—So long as you get an efficient staff of men, I do not think you need care for that. I do not think the suggestion which you make would be an improvement on the present system, although such men as you refer to would be excluded by it.

2753. Are there not very strong temptations to which a man is subjected when he holds one of the clerical posts?—That is quite true.

2754. Do you think it wise that men who have undergone such temptations should rise to high posts?—One effect of withdrawing these appointments from the men below would be to discourage them. There

Mr. *Ramaswami Mudaliyar*—contd.

is now a salutary rule that a man, in order to qualify as a Tahsildar, is required to serve in certain grades for at least three years. A system was introduced by the Government of India some four or five years ago which I thought admirable. Under that system, a distinction is drawn between clerical appointments and others of a different nature. A man who entered a clerical post is given to understand he could not go beyond a certain limit; those admitted for other posts were admitted just above that line. If a system such as that could be introduced, it would be a very good one.

2755. Where would you draw the line, at what appointments?—I am not prepared to say at once. Revenue inspection would be a very good place. The head clerk in a Taluk cutchery has responsible duties to perform, and I do not think he ought to be excluded. The best place to draw the line perhaps would be at, say, a salary of Rs. 30.

The Hon'ble Mr. *Quinton*.

2756. How would you apppoint your Deputy Collectors?—They are appointed by Government.

2757. From outsiders, Tahsildars or what?—They are generally Tahsildars before appointment, but not always; sometimes they are outsiders.

2758. Would you make any change in that system?—No, I think not.

2759. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—Undoubtedly all these should be very different indeed—

(*a*) As regards pay: the principle which Government ought, and I presume, professes to follow is, to get the best article it can at the lowest price. Now assuming a system of competition in India upon the examination papers set in England, the European who may be expected to succeed in this country, may be left out of account; first, because the number of such persons must always be exceedingly small, and, second, because having been appointed in India, such a person will know exactly what to expect as the result of his success. I would therefore regulate the pay without any reference whatever to Europeans and the present salaries of Civilians, and fix its amount solely with regard to the market value of the best article of Native manufacture. In making such a calculation, the first thing to consider is the cost of living, and I suppose it will not be questioned that a Native of India can live in this country in the same position of comfort as a European, at very much less than one-third of the expense. Therefore if the cost of living in India be to a European Rs. 750 a month, to a Native, living in precisely the same style, the monthly expenditure would be less than Rs. 250. After providing for the cost of living, the further cost to the State ought to be regulated by competition. Now in this respect the Government service has an enormous advantage over other callings, inasmuch as it provides a pension, and the Government provides a pension not from philanthropic motives but as a matter of business; that is to say, because it is found to be economical, or, in other words, that men agree to serve under Government on lower pay than they would serve under private persons who gave no pensions. But hitherto the question of market value has been left out of account in fixing the pay of Native Civilians, and the consequence, in my opinion, has been a great waste of public money. A fictitious relation has been assumed between the pay of a European Civilian and that of a Native Civilian, and that relation has been arbitrarily fixed at three to two, whereas three to one would, in my opinion, be far too favorable to the Native of this country. But, as a matter of fact, it is a fallacy to assume any relation at all. In order to appreciate the service of Government we ought to compare the emoluments of Natives of India employed in other walks of life. We should then probably find that an income of Rs. 12,000 a year is regard-

The Hon'ble Mr. *Quinton*—contd.

The Hon'ble Mr. *Quinton*—contd.

ed amongst Natives as a very large income indeed, which is only acquired after years of steady work.

In regard to leave, the above remarks apply to a certain extent. There is no connection between rules for leave to Europeans serving in India and to Natives serving in their own country. Compare the public service in England. So also in regard to pension and the period required to qualify for it.

Mr. *Ramaswami Mudaliyar.*

2760. Would you be surprised to hear that in Madras Native gentlemen spend nearly as much as Europeans so far as mere living is concerned?—They may spend a good deal more; that is not the question. The question is whether they should spend so much.

2761. Do you think that there are many European gentlemen who live on Rs. 200 a month?—I do not know. They certainly do not live in the position they ought to live, if Civilians. I say that a Native occupying the same position as a European could do so at one-third of the cost. In the first place, he does not require so much house-room; we pay very large rents. Look at the houses which Natives build for themselves.

2762. Look at the houses in which they live in Madras. Some of them pay a much higher rent than Europeans pay. There is Mr. P. S. Ramaswami Mudaliyar. Do you know the rent of his house?—I know that.

2763. The house in which I was living rented for more than Rs. 85?—What I say is you would never have built these houses for yourselves. They were probably built for Europeans originally.

2764. In regulating the scale of pay, would you have regard to what is absolutely necessary?—That is the first consideration.

Mr. *Ramaswami Mudaliyar*—contd.

2765. If you deal only with facts, I may tell you that in Madras the cost of living is almost as great for a Native as for a European.—I find it very difficult to accept that. I mean to say that it should not be necessary for them to spend so much. Take the question of wine, you may say it is not necessary for a European, it is an indulgence which in itself is generally allowed, that represents so much a month. There is an expenditure which you have not.

2766. Are you aware that Natives, Brahmans included, spend as much in wine as Europeans?—I am not aware of that.

2767. You made certain assertions and you have drawn your inferences from assumptions, I simply state facts to show those assumptions are incorrect.—I know pretty well what a Deputy Collector spends. He probably does not spend more than Rs. 50 a month at the outside, probably not that or anything like that.

2768. Have you compared the cost of living in Madras between Native and European gentlemen?—No. There are of course rich men in Madras, and rich men generally spend their money.

2769. I mean the cost as between European and Native officials in Madras?—No, I have not compared them.

2770. Would you approve of a system that would not enable a Native District Judge to live in the same way as a European District Judge?—No, I would not, but he could do so at very much less expenditure.

2771. Do you really hold that opinion?—I shall, until I am convinced to the contrary.

The Hon'ble Mr. *Quinton.*

2772. Have you anything else you would like to add?—No. I think not.

WITNESS XL—7th February 1887.

Examination of Syed IKBAL ALI, Judge of the Nizam's High Court.

Sir *Charles Turner.*

2773. You are now a Judge of His Highness the Nizam's High Court at Hyderabad ?—Yes.

2774. And you are a Native of Oudh ?—Yes.

2775. Is the existing system of appointing Statutory Civilians approved ?—No, it is not approved, the feeling of dissatisfaction is not directed against the Statute, but against the existing system of selection of Indian youths of good family which has not really proved beneficial to the public, as these youths, when entrusted with any responsible office, such as the charge of a district, will experience much difficulty in the discharge of the onerous duties devolving on them upon the principles requisite for a sound English administration. Another difficulty also will be experienced when they are called upon by their official rank to preside, as the head of society, over any social gathering, &c., especially in the presence of the European element. The chief amendment I would suggest is to restrict the Statute to men who have proved their merit and ability in the service. Only such persons should be allowed to enter the service as are described in section 6 of the Statute 33, cap. 3, and special consideration should be given to its provisions. The Statutory Service should not be abolished, but it should be made a little more extensive. Distinguished men in the Government service or in the legal profession should be eligible for the reserved appointments under section 3, Statute 24 of 1861, and section 6, Statute 33 of 1870. The amendment of Statute 33, section 6, is not required, but particular attention should be given to it in making selections under its provisions. The members of the Statutory Service, in this sense, should not be compelled to go to England.

Mr. *Stewart.*

2776. One-sixth of appointments are now given to the Statutory Service. What proportion do you think ought to be given ?—I do not think it should be made excessive so far as numbers are concerned.

Sir *Charles Turner.*

2777. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? —The great grievance of the Natives of this country as regards entering the Covenanted Service, is the limit of age, which should certainly be fixed at twenty-two or twenty-three years ; because a knowledge of English being essential for the passing of the examination, a great portion of a Native's time is spent in the acquisition of that language, which time an Englishman can spend in qualifying himself in the other subjects of the test. Persian should be introduced in the competitive examination, and the maximum marks for Arabic and Sanskrit should be the same as those for Latin. The Covenanted Examination should be held in England alone. The offices of Under-Secretaries to Government, Assistant Judges, Joint and Assistant Magistrates, Subordinate and Assistant Collectors, now reserved for the Covenanted, should be open to the members of the Uncovenanted Service, as the powers entrusted to the former officers are even now exercised by the latter under slightly different designations. In the Non-Regulation Provinces, no appointments are as yet reserved exclusively for Civilians, but nearly all of them are reserved for Europeans, and, in my opinion, when Covenanted Civilians are not procurable, Native officials ought to have the same chances as Uncovenanted Europeans and should get at least half the appointments.

Sir *Charles Turner*—contd.

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Syed *Ikbal Ali.*

2778. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic. cap. 3, sec. 6, or from all natural-born subjects of Her Majesty?—Natives of each Province ought to be preferred for the service there; but this rule might sometimes interfere with the proper disposal of the work, and, therefore, if necessary, strangers also may be admitted, if the officer, having the power of appointment, can certify that no sufficiently qualified Native of the Province is available. Appointments which are not reserved for Covenanted Civilians, such as those of Inspector-General, Post Master General and Director General of Post Offices, Director of Public Instruction, Inspector General of Police, should also be open to the Native members of the Uncovenanted Service, and to these appointments no Civilian should be appointed. At least one-half of such appointments should be given freely to the Natives. The competitive examination is not necessary for the Uncovenanted Service, and the present examination system is quite sufficient.

2779. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—The rate of pay should be the same for every appointment without regard to the service to which the person filling the appointment belongs, whether it be Statutory, Covenanted or Uncovenanted. I do not consider it necessary that the members of the Statutory or Uncovenanted Service should get any furlough. Special and general privileges granted to the Covenanted Civilians may be continued, but no Native member should get more than one year's furlough during the whole period of his service, because he cannot require it to recruit his health, or to visit his native country and family like his English *confrere*, and the furlough should be granted only when he has to travel out of India, to improve his knowledge, or to go on some distant pilgrimage. The system of pension and leave in the Statutory Service is quite reasonable, but that relating to the Uncovenanted Service, restricting its application to persons drawing below Rs. 2,000 or Rs. 3,000, is very severe, and a Native who aspires to a first class pension under the system, finds it very difficult to get it as there are very few Natives drawing Rs. 12,000 a year. A general system of pension of one-half and one-third portion of pay should be introduced.

Sir *Charles Turner*—contd.

Mr. *Stokes.*

2780. Do you think Rs. 200 a month sufficient pay for a young man appointed to the Statutory Service?—No.

Sir *Charles Turner.*

2781. What do you pay a Native Assistant Collector in the Hyderabad State?—They get Rs. 400, but not on first appointment. On first appointment they sometimes get Rs. 150 or Rs. 200.

2782. Then you pay less than the initial salary of the Statutory Service?—Of course. I am a Judge of the High Court and am paid only Rs. 1,200 (Hatti Sicca,) equivalent to Rs. 1,000. We care little about the pay in Hyderabad or any Native State. You must not make comparisons between the pay in a Native State and in British territory. We often get inams, jaghirs, appointments for our relations. We often receive money presents: we are allowed some State servants and often a house.

2783. A carriage and horses?—Not always. Sometimes I have carriages and horses from Government. I say sometimes.

2784. What was your pay in the English service?—The salary of my appointment under the British Government was Rs. 400.

2785. How long had you been Extra Assistant Commissioner?—About a year and a half.

2786. Does your family reside in Oudh?—Yes, in Rai-Bareilly.

2787. Is it one of the Talukdari families?—We are distantly connected with a Talukdari family.

2788. Were you educated at Canning College, Lucknow?—No, I had a private tutor.

2789. Is there any other point you wish to mention?—No.

WITNESS XLI—7th February 1887.

Examination of M. R. Ry. A. SABAPATHI MUDALIYAR AVARGAL, Rao Bahadur, Chairman of the Bellary Municipal Commission.

Sir *Charles Turner.*

2790. You are a merchant, and President of the municipality of Bellary?—Yes.

Mr. *Stewart.*

2791. What is the prevalent opinion in your part of the country regarding the Statutory system?—It is not approved.

2792. Do you reside in the district?—Yes, but I have mills and cotton presses at Bombay and Ahmednugger.

2793. What are the grounds of disapprobation of the Statutory system?—(1) The men have not proved their merit by success in a competitive examination, (2) because the method of selecting them is considered unjust to the claims of the educated classes.

2794. Are these the only grounds?—Yes.

2795. How would you remedy this?—The rules and Statute must be amended.

2796. How would you amend the Statute?—I would do away with the Statutory Service entirely.

2797. What would you substitute for it?—A competitive examination for the Civil Service in India. I would have the competition simultaneous with that in England.

2798. Supposing the Statutory Service is retained as at present, would you encourage the selected candidates to proceed to England?—Yes. In the case of new nominations I would insist on it; in the case of Uncovenanted servants, I would encourage it.

2799. Supposing the Statute to be retained, would you alter the definition of the term "Native of India" in any way?—I would have it include all Her Majesty's subjects, Europeans as well. If the Statute is retained, I would use the expression "Her Majesty's subjects."

2800. Would you make it include the subjects of Native States?—Yes.

Mr. *Ramaswami Mudaliyar.*

2801. If simultaneous examinations were held in England and in India, would you promote men of the Uncovenanted Service?—Yes. I would to some extent promote Uncovenanted Servants of proved merit and ability to the Covenanted Service, and I would retain the Statute for that purpose.

Mr. *Nulkar.*

2802. How many would you promote in that way?—I would make half of the appointments by nomination and half by promotion from the Uncovenanted ranks.

Mr. *Stewart.*

2803. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, great dissatisfaction. Natives labour under the following disadvantages:—

Natives are under disadvantages by reason (1) of their caste prejudices, (2) poverty among the educated classes, (3) the present limit of age which is too low, and (4) the disproportionately low number of marks which is assigned to Oriental subjects. I would alter the age limit to twenty-three, and would allot the same number of marks to Arabic and Sanskrit as are given for Latin and Greek.

I am not in favor of the establishment of scholarships or of allowing

passage money to Native candidates, except in the case of the successful candidates at the Indian examination.

I would hold examinations simultaneously in England and India.

The examination in India should be identical with that held in England and should be held in all centres where there are Universities in India.

Candidates in England and in India should not compete with one another, but a certain number of appointments should be apportioned for competition among the candidates at the respective examinations. Out of the list of successful candidates in the Indian examination, I would make a further selection irrespective of merit at the examination, of men representing the several castes and religions in each Presidency, giving preference to men of good birth and social position. My object is to prevent any heart-burning or dissatisfaction among classes that may be backward in intellectual attainments. This system might be continued at least for a period of ten years, so as to give a reasonable chance to the backward classes to educate their young men. I base this recommendation on political grounds also. I would insist on the selected candidates proceeding to England to complete their training, Government paying them their passage money, and granting them similar allowances to those which English candidates now receive.

2804. Are the young Natives obtained under the present system of open competition in England the best as regards character and ability who could be obtained under any system?—I think so.

2805. How would you recruit your Uncovenanted Service?—The Uncovenanted Service should be recruited from all natural-born subjects of Her Majesty. The recruitment for all posts from a Tahsildar up to a Subordinate Judge should be as a rule by competition, and, in some cases, by nomination. I am inclined to reserve half the number of such posts for competition, and the other half for nomination from the lower grades of the service, preference being always given to men residing in the Provinces or districts in which the appointments are to be held.

If the Statutory Service is abolished, the proportion of offices assigned to that service may be allotted to the Uncovenanted Service.

2806. Would you make any distinction in the salaries attached to posts according as the posts are held by members of the different branches of the service?—Yes, different salaries should be attached to posts reserved for the Covenanted Service when they are held by members of the Statutory or Uncovenanted Service. To the Statutory servant I would give two-thirds and to the Uncovenanted servant one-half of the full pay enjoyed by the Covenanted servant.

2807. Would you make any distinction in the furlough rules according to the nationality of the officer?—No distinction should be made in the Furlough Rules according to nationality.

2808. Are the privileges in regard to pay, promotion and retiring annuity, and the general conditions of office belonging to the Covenanted Service, suitable to Natives obtaining office under the Statutory rules?—No, they are not applicable to Natives obtaining office under the Statutory rules. I would give the same privileges as regards pay, furlough and pension rules as those which are now enjoyed by Europeans to Natives who enter the Civil Service by open competition in England. But to those who pass the competitive examination in India and are selected according to castes and religious sects, I would give the full salary of the appointments held by them up to the limit of Rs. 500 per month, and afterwards only two-thirds of the full pay of their posts, and would insist upon their going to England to complete their training. For that purpose they should receive passage money and the usual subsistence allowance that is now paid to the English candidates. I limit them to two-thirds because they have not undergone the same expense, trouble and risk as those who have studied and passed the examination in

Mr. *Stewart*—continued.

England. ' My general views on the recruitment of the services are as follow :

The present condition of India demands that a very severe test in moral and physical fitness should be exacted from the candidates. Cleverness alone in passing any severe intellectual test will not make them very valuable or acceptable public servants. As the educated classes are now claiming the privilege of representation in the Legislative Councils by election, I would strongly advocate a system of rigid scrutiny into the moral and social qualifications of intending candidates, and insist upon the candidates producing a certificate from the Municipal Councils of the towns in which they reside, before they can be admitted to the examination. If the Statutory Civil Service is retained, the posts should be reserved exclusively for rewarding men of proved merit in the Uncovenanted Service, and should be recruited by nomination by the several Governments according to castes or religious sects. The salary attached to this service should be two-thirds of what is now paid to the Covenanted servant who enters by the door of competition in England.

I would reserve half the number of vacancies in the Civil Service for those who pass the examination in England, the remaining half being divided equally between the candidates who are successful in the Indian examination, selecting them according to castes or religious sects. As all the chief executive duties in the country are now performed by the members of the Uncovenanted Service, and their powers are very much enhanced both in civil and criminal matters, it is absolutely necessary that immediate measures should be adopted to elevate the moral tone of that service, which, in the generality of cases, is very deficient. The Uncovenanted Service hitherto has not attracted men from the mercantile, the land-holding, and other respectable communities, in consequence of the rules of the service which require appointees to enter on a salary of Rs 20 to 30 a month, though they may have passed a University examination. These communities consequently did not care to give their children a very high clas English education, preferring to keep them in their own line of business, which was more profitable to them than Government service In my own case, I entered the Government service on Rs 7 a month, and after about eight years of hard work, rose to the position of an English clerk in the Collector's office on Rs 20 a month, when I resigned my post in disgust.

My services were however worth to a Madras English firm from Rs. 3 to 4,000 a month, and were utilized by their paying me that amount for a couple of years.

I would strongly recommend,—and in this opinion I have the concurrence and approval of several leading non-official men,—that all posts from a Tahsildar to a Deputy Collector in the Revenue Department, and all posts from a Munsif to a Subordinate Judge in the Judicial Department, as well as the posts of Assistant Commissioners in the Salt and Abkari Departments, and other executive appointments in the Revenue Survey Settlement, Police and other departments (excepting a small number of such posts reserved to reward the services of men who have proved their merit and integrity in the subordinate posts,) be thrown open to competition, and selections made in the same way as was suggested in the case of the Civil Service, preference being always given without any reservation to the successful candidates in the Indian Civil Service examination.

It is not in consonance with human nature to expect men rising from posts of Rs. 10 a month to the highest post in the Uncovenanted Service, to give up the vices they contracted under pressure of poverty in the early stages of their official career; but my remarks apply to all classes, whether Native or European.

As we are now getting B. A.'s and M. A.'s for posts ranging from Rs. 40 to 50 in the Educational Department, and Rs. 15 to 20 in the Revenue and Judicial Departments,

Mr. *Stewart*—continued.

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M. R. Ry. *A. Sabapathi Mudaliyar Avargal.*

Mr. *Stewart*—continued.

the lowest grade of Tahsildar, or of District Munsif, will no doubt attract the best men of the Province, and when the number of successful candidates in the Indian examination becomes larger than the vacancies, preference should always be given to such candidates. Thus, the moral tone of the Uncovenanted Service will be greatly improved, a class of trained servants will be formed from which eventually we shall be able to select some of our Statutory and Covenanted Civil Servants, at a less expenditure in salaries and allowances.

As the cost of the present Indian Civil Service is enormous compared to the Civil Service of other countries, more especially to that of Ceylon, whose condition, climate and resources are almost identical with those of India, I strongly advocate a more extensive employment of Native agency as a matter of necessity in these days of financial pressure. With respect to the objections raised to the Natives being placed in charge of districts and administrations, though they may be duly qualified for the same by their honesty and integrity, on the score that European Civil Servants would not be willing to serve under Natives, all I can say from my personal experience is, that the feeling, if it exists, must be confined to a very few cases only. For instance, take the cases of the most important Native States, such as Hyderabad, Mysore, Baroda, Gwalior and Indore, Travancore, &c., where the Dewans or the Prime Ministers exercise control over European officers of high standing, and command their obedience without the least demur on the part of those officers.

As a merchant, I have had several European young gentlemen of good birth, including the son of a Covenanted District Judge, serving in my firm, besides many Europeans of lower social position, and I can say that in no instance did they exhibit the least reluctance to serve under me.

Mr. *Stokes*.

2809. Would you compare the salaries paid to officials in India with the

Mr. *Stokes*—continued.

salaries paid to officials in Ceylon?—Yes.

2810. Do you know how many miles long Ceylon is, and how many broad?—No.

2811. Or the numerical strength of the population?—No.

2812. Do you know how many Civil Servants it has, and what are their duties and attainments?—No.

Mr. *Ramaswami Mudaliyar*.

2813. You suggest that appointments should be apportioned among certain classes?—I said that system might be tried for ten years or so, so as to give everybody a chance. At present the Government service has no great attractions for the richer and mercantile classes. There are people who entered the service on Rs. 10 a month, who now occupy high posts. It was a prize to them, but not to the richer classes. The present system has discouraged the higher classes from improving their education.

2814. That may have been twenty-five or thirty years ago; I suppose they see the advantage now?—No, a gentleman's son will still have to enter the service on Rs. 10 or 15.

2815. Are not some appointed as Munsifs on Rs. 150 or 200?—Those are exceptional cases.

2816. I suppose at the end of ten years when you want to get rid of the system, the same objection would be raised?—No; when the service is recruited on the principles I have now advocated, a better system of education will have been introduced for the upper classes. Where there is a prize there will be competition; where there is no prize, there will be no competition.

2817. You suggest that the selected candidates should be compelled to go to England?—Yes.

2818. Are there no caste prejudices which would make such a condition difficult if not impossible to enforce?—Some of my Native friends came from Calcutta by sea a few days ago, they are Brahmans, Vaisyas, &c. In Calcutta and Bombay there is not the same prejudice against travelling.

Mr. *Ramaswami Mudaliyar*— contd.

I mean of course travelling by sea. Three days or twenty days make no difference so long as they can make special arrangements for cooking their food.

2819. Did these Brahmans cook their food on board the steamers?—Yes. They made some special arrangements with the captain to allow them the exclusive use of the galley for an hour or two daily.

Mr. *Stewart.*

2820. You advocate competition among University graduates for the appointment of Tahsildar?—Yes.

2821. Would you put the successful University graduates into the post of Tahsildar without their having undergone any departmental training?—There should be a departmental examination providing a special test: half the appointments would be made by selection, and half by competition. After the competition, they should pass a departmental examination in law and revenue matters; and the examination should test their knowledge of English.

2822. How would you arrange for that local departmental knowledge that is necessary for a Tahsildar?—I would prefer men of probity and honesty to men who have risen in inferior posts, however able the latter might be. I would prefer men who would do their work conscientiously even though they were selected from the lower grades.

2823. Is honesty all you require in a Tahsildar?—I would have honesty the first qualification.

2824. But might not a man be appointed under your system who knew nothing of the ordinary duties of his office?—He could hardly be so ignorant and stupid as not to be able to perform his duties satisfactorily in the course of time.

2825. Would not a graduate of Madras, knowing he would be eventually a Tahsildar, be glad to take Rs. 20 at first?—Honesty is not to be got at a low price. There are many graduates in the country who would be glad to take Rs. 10, and many more who would take Rs. 20.

2826. Would not a graduate be glad to get an appointment on Rs. 20, if he knew that in two years he would be a full Tahsildar?—Yes.

Mr. *Stewart*—continued.

2827. Why would you put him in at once as a full Tahsildar?—I would have nomination and promotion from the lower grades also.

2828. You would put a graduate at once into a Tahsildarship?—If his honesty, ability and social position were certified, I would.

Mr. *Nulkar.*

2829. Would you not give them a training in the subordinate appointments?—I believe the system of direct nomination has been tried in the case of Revenue Inspectors and Head Clerks in Collectors' offices, with satisfactory results.

2830. But would you not make a graduate candidate for a Tahsildarship undergo some departmental training before appointing him?—No, I would entrust him with a Tahsildar's work at once. Having regard to the welfare of the service, I am inclined to prefer a system of direct nomination, though I would admit of promotion in deserving cases.

Sir *Charles Turner.*

2831. Why do you object to give a graduate a training?—I do not object at all. I only think he should get the full salary of a Tahsildar even if he were only learning his work.

Mr. *Stewart.*

2832. A merchant does not think of taking a man in as a partner at once. If a man joined your office, would you make him a partner at once?—Not a partner, but I would pay him enough to keep him as a gentleman.

2833. Would not your system not only endanger the interests of the people but also the interest of Government?—I propose to increase the moral tone of the service by inducing men of respectability to enter it.

Mr. *Nulkar.*

2834. I suppose in the large firms in this city the salesmen are sometimes men who have taken University degrees?—Our brokers and dubashes

Mr. *Nulkar*—continued.

are sometimes graduates, but not our salesmen. I have heard of graduate salesmen in Bombay.

2835. Would you make a graduate a salesman offhand?—Not unless he had the knack.

2836. Would you entrust a graduate fresh from College with the business of a salesman in a large firm?—No, not at once; I would put him under probation.

2837. Would you entrust a Tahsildar's work to a B. A. fresh from College, or not until he had learned the business?—I would prefer to wait until he had learned the business, but I would not degrade his position by asking him to accept a salary of Rs. 20.

2838. What degradation is there in taking a nakdi karkun's place on Rs. 20 a month in a Tahsildar's cutchery for one year?—A nakdi karkun is simply on accountant. A Revenue Inspectorship is a post that requires special training. Measuring ground is more important work than that of a nakdi gomastah who is simply a gomastah.

2839. Is there any degradation in taking an appointment as Revenue Inspector with the prospect of quick promotion?—The service has had few attractions hitherto for the class of men which our Government now wishes to encourage to take service. Instead of a Statutory Service, Natives of position should be encouraged to serve as Tahsildars by holding out to them prospects of better pay and eventual promotion.

2840. Would you take a graduate from a University and make him your agent in a responsible post?—I always train my agents under my own eyes and educate them throughout in a position of some responsibility. I would not pay a man whom I intended to make my agent Rs. 20 or Rs. 10 and thereby lower his dignity. I would pay him almost the full pay of an agent while he was learning.

Sir *Charles Turner.*

2841. Do the English firms in Madras pay young assistants sums largely in the excess of what their labour is worth?—They commence with Rs. 200 or 300 a month.

Sir *Charles Turner*—contd.

2842. And is that more than their services are worth when first they come to the country?—Yes, it is given them simply to keep them honest, not out of regard for their ability.

2843. Do you consider that the present Munsifs and Subordinate Judges enjoy the confidence of the people?—Not in the generality of cases, I might say just half or a little less than half possess the confidence of the people.

2844. Do you refer to Native Civil Judges?—I refer to Native Subordinate Judges as well as to Munsifs. From my experience of the district in which I am living, about one half of them possess the confidence of the people.

2845. What is your experience of the Native Magistrates?—That it is worse than the judiciary.

Mr. *Stewart.*

2846. I suppose you have often had occasion to appear before Subordinate Judges and Munsifs either as plaintiff or defendant in a suit?—I have made it a rule never to go into Court but to settle with a client myself by accepting one-third or one-fourth of my claim. The worry and trouble is not worth the time and money lost by going into Court. I am the largest merchant in Bellary, and I have fewer cases than much smaller merchants there.

2847. Do you consider European Judges possess the confidence of the people?—Sometimes they possess the confidence of the people, but they have not the qualifications which fit a man to do justice because they cannot understand the language of the witnesses.

2848. Do not the Judges understand the language of the witnesses?—In one case they had a Judge whose knowledge of the district language was limited, and the work had to be done through an interpreter. Where the Judge has to rely on an interpreter it is impossible to expect that miscarriages of justice will not sometimes occur.

2849. When English Judges understand the language of a district, do

they enjoy the public confidence?—Yes, of course.

2850. Do you mean an interpreter always interprets wrong?—Either wantonly or by mistake.

2851. Do not vakils in your district know English?—No, only some of them do.

2852. Do they know sufficient to be able to correct an interpreter if he interprets wrongly against the interest of their clients?—In such a case they would call attention to the interpreter's mistake.

Sir *Charles Turner*.

2853. Is there any other point on which you wish to give evidence?—No.

WITNESS XLII—7th February 1887.

Examination of M. R. Ry. P. RANGANADHA MUDALIYAR AVARGAL, M. A., Professor of Mathematics, Presidency College, Madras.

Sir *Charles Turner.*

Sir *Charles Turner*—contd.

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M. R. Ry. *P. Ranganadha Mudaliyar Avargal.*

2854. You are an M. A. of the University of Madras, and Professor of Mathematics at the Presidency College?—Yes.

2855. You have been in the Educational Department for a number of years?—Twenty-one years.

2856. You are Fellow of the University of Madras?—Yes; and a member of the Syndicate, and I have frequently acted as an Examiner.

2857. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service has caused general dissatisfaction. The disapprobation is due not so much to any objection to the principle of admitting Natives to such posts except through the door of open competition, as to the methods of nomination now in vogue. With respect to the appointments made in this Presidency, I find it difficult to discover any definite principles governing the methods employed. At one time the appointment is given to a person of high birth, but of ordinary educational attainments; at another time, to a person in no way superior to many others in birth or ability or attainments, but apparently on the ground of his being a member of a certain race or nationality. Then again an examination is held, but the person chosen is not the one found to be the best in the examination, but somebody else. There have also been cases in which the appointment seems to have been a reward for the merits of the father and not those of the son. Rightly or wrongly, there is a widespread impression that appointments to the Statutory Civil Service depend on personal influence rather than on personal merit. The existing methods of nomination completely ignore the claims to promotion of men of proved ability and efficiency in the ranks of the Uncovenanted Civil Service; of men who after twenty or twenty-five years of meritorious service must feel it a humiliation and an injustice to be made to serve under a Statutory Civilian much younger than themselves and possessing no higher qualifications than they do. No amendment of the Statute is, in my opinion, needed for remedying the defects of the existing system. In overlooking the claims of men who have rendered valuable service to the State, in appointing young men who have just completed their academical career, and in making birth a more important factor than educational attainments or acknowledged efficiency in the discharge of responsible duties, the words of the Statute seem to me to have been wrested from their proper intention and meaning. The words "proved merit and ability" should not, in my humble opinion, be so interpreted as to make 'merit' consist in good birth, and 'proved ability' consist in taking an ordinary Bachelor's degree. I take it to be the intention of the framers of the Statute to provide for the promotion of men whose merit and ability have been put to the test and not found wanting in actual service: and if I am right in taking this view, the rules framed under the Statute should be so modified as to meet the just claims of deserving men in the Uncovenanted Civil Service. The power of making nominations must, of course, vest in the Local Administration; but as some safeguard against the perpetration of jobbery, I would make a minimum of fifteen years' service as an Uncovenanted Civilian a necessary condition of promotion, and leave it to the Local

Sir *Charles Turner*—contd.

Administrations to judge of physical, intellectual and moral fitness.

The various classes of men whose claims and aspirations have to be considered in determining the conditions of admission into the Statutory Civil Service are—

(i) men who have given conspicuous proof of merit and ability in actual service ;

(ii) men of high birth who may wish to find useful and honourable occupation in the service of the State ;

(iii) men of distinguished educational attainments.

As I understand the Statute, class (i) have under it the best right of all to elevation to posts reserved for the Covenanted Civil Service. Political reasons may render it desirable that class (ii), *viz.* cadets of noble families, desirous of entering the public service, should be allowed an opening. Birth, as birth, is no guarantee of merit or ability, however much it may be a recommendation as to social fitness. I am of opinion that a military career is much better suited to the tastes and capacities of this class of men than administrative work ; but, if any of them should prefer administrative work, the interests of the service, if not even-handed justice to all classes of the community, require that they should, before being invested with responsible functions, be sufficiently trained and tested in the Uncovenanted Civil Service. In regard to class (iii), it is my opinion that open competition is the proper door for them ; and such of them as are unable to compete, whether in consequencce of poverty, or of the age-limit, or of caste prejudices, should bide their time and fight their way upwards through the ranks of the Uncovenanted Civil Service.

Mr. *Stewart.*

2858. You require a maximum of fifteen years' service ?—Yes. Of course, a man who has been fifteen years in the Uncovenanted Service, will, in course of time, if a man of any merit or ability, have reached a salary of say Rs. 400 or Rs. 500, so that he could not be appointed to an appointment at the bottom of the Covenanted Civil Service. I would give him an appointment equivalent or slightly superior to that he has held.

Mr. *Stewart*—continued.

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2859. In that case how would you safeguard the position of junior Covenanted Civilians ?—I would make their pay dependent on service, not on the appointments they hold. It is quite easy to safeguard their claims if the plan I propose is adopted.

Sir *Charles Turner.*

2860. To what posts do you propose to appoint men who have served for fifteen years in the Uncovenanted Service ?—They could be appointed Head Assistant Collectors.

2861. Would you put them over the heads of men their juniors in the Covenanted Service ?—Yes, men who entered the Covenanted Service after the others entered the Uncovenanted Service.

2862. Would you put them above men of more than fifteen years' standing ?—No, I would not put them above Covenanted Civilians of more than fifteen years' standing.

2863. Have there been any appointments as yet made in this Presidency of Uncovenanted men over the heads of Covenanted Civilians of more than fifteen years' standing ?—None that I know of, not to a Covenanted post.

2864. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service ?—I shall begin with an enumeration of the main difficulties that Indian candidates for the open competitive examination in England have to contend against. The first and greatest difficulty is the limit of age. Many young men, possessing the requisite intellectual qualifications and pecuniary resources, are disabled from competing by the maximum limit being so low as nineteen. The records of the University of Madras show that during the last fifteen years the average ages of candidates for the first examination in Arts, and the B.A. degree examination, were 19·6 and 22 respectively. No Indian candidate can compete with any chance of success unless

Sir *Charles Turner*—contd.

M. R. Ry. *P. Ranganadha Mudaliyar Avargal.*

he is a graduate well above the average of graduates, and unless he has, after taking his degree, at least six months for special preparation. The present limit will not disqualify First Arts men, but First Arts men have not a ghost of a chance against their European competitors of the same age as themselves.

The next great difficulty, particularly in Southern India, is caste. For years to come, many young men, who have taken high degrees in the Indian Universities and who possess wealth enough to undertake the journey to and residence in England, will be prevented from competing by fear of losing caste on their return from England, more especially as the terrible penalty of being thrown out of caste will have been incurred in vain if they are not successful. I know that the problem of caste is one that the Indians must solve for themselves. Yet it seems to me to be the obvious duty of the State so far to lessen the difficulty as, in the first place, to demand the sacrifice only in exchange for certain good, and in the next place to get the best men it can for the service by minimizing the deterring influence of caste.

Under the present system, the necessity of incurring a heavy expenditure of money on the mere chance of passing an examination in which the competition is keen, is another difficulty. People who are unwilling to throw away money on a mere chance may yet be willing to buy the certainty even at a much greater cost.

Parents are often deterred from sending their sons to compete in England for the Indian Civil Service by the fear that in the event of their not being selected, they are liable to place themselves in the midst of injurious social and moral conditions, and to return home with impaired health and vicious habits, and with all prospect of leading useful and honourable lives entirely cut off.

These difficulties and disadvantages may be sensibly reduced, if not entirely removed, by making the following changes :—

(1) raising the limit of age from nineteen to twenty-two ;

Sir *Charles Turner*—contd.

(2) holding simultaneous examinations in England and India ;

(3) establishing scholarships and allowing passage-money to the successful Indian candidates.

In regard to the necessity for raising the limit of age, I shall say no more than that experience has abundantly shown the present limit of nineteen to be virtually prohibitive. Southern India has as yet produced but one Indian Covenanted Civilian, and he, I fear, had his life cut short by the terrible strain exerted on his mind by the requirements of the competitive examination. Raising the limit of age will not only enable a larger number of both European and Indian candidates to compete—and the greater the number to select from, the better will the selection be,—but it will also secure the very desirable result of allowing men who have gone through a proper University course either in the United Kingdom or in India, to present themselves as candidates. There is one other benefit I would here point out, and that is the great gain to India of escaping the danger of having important administrative work and criminal jurisdiction placed in the hands of impetuous and inexperienced young men only a year or two after they have got out of their teens.

As to holding simultaneous examinations in England and India, I have already stated the main difficulties that render such a course necessary. Even the few who are able to compete in spite of the present limit of age are held back by the apprehension of losing money on an uncertain venture, and what is even more serious, the risk of incurring social stigma and sundering the ties that bind them to their kith and kin. Add to this the possi bility of their not being among the few selected candidates, and the perils and temptations attendant on the situation of a youthful foreigner in London, and the discouraging circumstances are enough to account for the fact that Indian candidates are so few and far between. The present limit of age and the necessity of going to England prior to the examination amount, in the case of Hindus, to a prohibition from entering the Covenanted Civil Service on a footing of

Sir *Charles Turner*—contd.

equality with Europeans. What is the value to be attached to the concession of a privilege on terms which render it almost impossible to enjoy it? It will be far more in harmony with the British sense of justice and fair play to declare openly that Indians are debarred from entering the Covenanted Civil Service, than to impose conditions which raise such insuperable barriers. The existing system is keenly felt by Indians to be a policy of keeping the word of promise to the ear but not to the hope; and surely it is time that this semblance of justice should be done away with, and a plan, less pretentious but more effectual in making the privilege so generously conceded a reality, should take its place.

I do not purpose answering in detail all the objections that may be urged against the proposal of holding examinations simultaneously in England and India. The main point seems to me to be this. Is it or is it not necessary to hold the examination in India, to give the Indians a fair chance of competing with the Europeans? If it is necessary, all objections against the simultaneous examinations dwindle into nothing in contrast with the grave duty of rendering justice to the subject millions. It is asked whether the examination is to be held in one common centre for all India, or whether there should be one for each Province. My answer is that a common centre like Bombay will serve the purpose best. The *vivâ voce* part of the examination is urged to be an insoluble difficulty. If no other plan were feasible, the examiners in England could come out to Bombay and conduct the *vivâ voce* examination there. Or competent Anglo-Indian examiners might be associated with the examiners in England. Or the *vivâ voce* examination might be conducted in India, and the results transmitted for valuation to the examiners in England. And further, I see no impossibility in setting such papers as would render a *vivâ voce* examination unnecessary. There is a still greater difficulty suggested. It is held that the result of holding examinations simultaneously will be to compel the selection of a larger number of Indian than European candidates, and that such an eventuality should be guarded against in view of the necessity for maintaining a sufficiently numerous staff of European officers to meet the exigencies of a political crisis. It is my firm conviction that when the limit of age is raised to twenty-two the number of successful European candidates will always largely exceed the number of successful Natives. If, however, it should be found that the numbers tend to equality, it would then be time to abolish the Statutory Civil Service, liable as it is to abuse, whether in the hands of the local Administrations or of specially appointed Boards. And if, even after this change is made, the balance is not maintained, there is the simple remedy of limiting the number of Indians to be selected to one-half the total number required.

Sir *Charles Turner*—contd.

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M. R. Ry. *P. Ranganadha Mudaliyar Avargal.*

2865. Would you alter or add to the subjects or allotment of marks?—I would venture to suggest that the value assigned to Sanskrit is inadequate. Most European candidates will be in a position to take up both Latin and Greek, whereas a Hindu candidate can take up only Sanskrit. And great as is the educational value of the classical languages of the West, the value of a knowledge of Sanskrit to a Hindu scholar or a Hindu Judge is simply incalculable. The debt that philology owes to Sanskrit should never be forgotten; and there lie imbedded in Sanskrit works vast stores of poetical imagery and philosophical thought that can bear comparison even with the rich literary legacy bequeathed to modern Europe by ancient Greece and Rome.

2866. If an examination is held in India should it be identical with that held in England?—The examinations should be identical.

2867. Should it be held at one or more centres in India?—Bombay should be the common centre for India.

2868. Should the candidates in England and India be placed on one list and selected in order of merit? Should the number of appointments be apportioned to each examination?—I hold that the candidates should compete with one another and be arranged in order of

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd.

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merit, until it is found absolutely necessary to rule for political reasons that only a certain number of appointments shall be competed for in India. The principle that should regulate such appointment is the principle of equality. So long as the Statutory Civil Service is retained on the lines advocated by me, one-third should be the maximum limit of Natives selected on the results of the open competition. When that service is abolished, the limit should be raised to one-half.

2869. Should there be an apportionment according to Provinces or religious sects?—I am emphatically of opinion that the apportionment should not be regulated with reference either to the territories of the several Administrations or to the principal religious sects. I am opposed to protection as much in the sphere of government as in trade. I doubt whether it is consistent with political neutrality to aid the weaker Provinces against the stronger, nor does it seem to me to be consistent with religious neutrality to confer exceptional advantages on the backward religious sects to the detriment of the more advanced.

2870. If an examination is held in India should the successful candidates be required as a condition obligatory to proceed to England to complete their training?—Most certainly yes. I feel that to require the successful candidates to proceed to England to complete their training might keep many Indians from competing, but I think it highly desirable that the Native candidates should join an English University. I would award scholarships only to such as comply with this condition. The passage-money is enough to put the European and Indian candidates on a par. I view the scholarship in the light of an incentive to the achievement of a very desirable end, *viz.*, intercourse with the under-graduates of an English University and the unconscious assimilation of ideas and habits resulting from such intercourse.

2871. Are the young Natives obtained under the existing system of the open competition in England the best as regard character and capacity who could be obtained under any system?—I submit that the young Natives obtained under the existing system of the open competition in England, are not the best as regards character and capacity who could be obtained under any system. They are not the best for the sufficient reason that the low limit of age only lets in a few precocious young men whose minds grow fast up to a certain pitch and then cease to grow. In regard to the Madras Civilian already referred to, I admit he was a prodigy; but as a Professor at the Presidency College, I have had under my instruction many pupils of a higher capacity and a stronger character than his.

Mr. *Ramaswami Mudaliyar.*

2872. We have been told that the result of compelling selected Native candidates to go to England would be to exclude altogether, or for the most part, Brahmans. Do you think that would be the result?—I do not see that the State is bound to afford any special facilities to the Brahmans any more than it would be justified in imposing special disabilities on them. I have heard it suggested that the journey to England should be insisted on with a view to reduce the number of Native Covenanted Civilians. That, of course, is a most unsound basis to put it on. I would make the journey to England a condition obligatory, for the sufficient reason that such training is essential for efficiency and for the springing up and growth of a proper *esprit de corps* among the European and Native members of the Covenanted Service. Further, I do not think that the condition of residence in England will altogether prevent Brahmans from competing; some difficulty may be felt at first, but I have no doubt that in course of time educated Brahmans will find a way of overcoming this difficulty, as they have found ways of surmounting other difficulties of a social and religious kind. Brahmans would only ten years ago have shrunk with horror from becoming medical and biological students. Yet I see them now at the Medical College and the Presidency and Christian Colleges conducting dissections and vivisections with the greatest equanimity.

2873. I suppose you have met some Native gentlemen who have received

Mr. *Ramaswami Mudaliyar*—contd.

their education at English Universities. Can you compare them with others who have not had the same advantages and tell us the difference?—It is not the intellectual difference that I attach so much value to. From an intellectual point of view you get as good education here as you can in England, but I attach much more value to the social and moral influence.

Mr. *Nulkar.*

2874. In your answers respecting the Covenanted Service you say you would award scholarships?—The selected candidates must all go to England, but only those who go to English Universities should be entitled to scholarships.

2875. You are aware that those who pass their first examination in England get an allowance for the first two years?—Yes, but I would give scholarships in addition to the allowance they get.

2876. Do you think the allowance sufficient?—The allowance is hardly sufficient for them to maintain themselves with. A scholarship is required as a further stimulus.

Mr. *Ramaswami Mudaliyar.*

2877. Why should there be this further stimulus?—If you want the selected candidates to acquire the qualities to which you attach considerable value, they will need money, in other words, scholarships.

The Hon'ble Mr. *Quinton.*

2878. Would you make it optional for them to go to a University in England, or would you say that if they do not go they shall not get the allowance?—An Indian candidate will have to spend more than an English candidate to keep himself as comfortably. I base my opinion rather on the ground that it is a desirable thing to induce the successful Native candidates to attend a University, and I would sacrifice some amount of money to make them do it.

2879. With regard to your opinion that under the existing system the best Natives are not obtained that could be obtained under any system, your reasons are *a priori*, I suppose; you do not speak from personal experience I understand?—They are partly *a priori*, partly *a posteriori*. The gentleman who went up from Madras was a very good specimen.

The Hon'ble Mr. *Quinton*—contd.

2880. What was the limit of age at the time he presented himself for the competitive examination?—Nineteen years was the limit in England.

2881. He had taken his B. A degree at the age of sixteen?—Yes, h was the only instance of the kind—an was called the Boy Batchelor.

2882. Have you many men who ar as well read now as he was at tha age?—No, very few.

2883. You say you consider yo can get as good an education in Indi as you can in England intellectual ly?—We have the means and opportu nity of obtaining it. I do not mea education of all kinds.

2884. We were informed by the Di rector of Public Instruction in Bomba that secondary education in that Pre sidency leaves much to be desired Is that the case in this Presidency Do you think that the University edu cation given up to First Arts is suc an education as would be given i high schools in England?—No, I d not think so. I think the standar for the matriculation examination i sufficiently high, and embraces a grea variety of subjects.

2885. Such as would be taught in a English University or in an Englis High School?—I think in Englis Universities.

2886. Is your prescribed course c study higher than that of the Univer sity of Bombay?—Yes, we embrac Physics and Chemistry. I think it i higher than that of Calcutta also.

2887. What percentage of marks i required for a Pass?—In the matricula tion examination, one-third in English one-third in one optional language, one fourth in all three mathematical sub jects, one-fourth in general knowledg which contains a group of five subjects English History, Indian History, Geography, Physics and Chemistry.

2888. For the B. A.?—It is one-third in English, and one-fourth in the optional language, but this is to be al-

The Hon'ble Mr. *Quinton*—contd.

tered shortly to one-third, one-fourth in Mathematics including Euclid, Algebra and Trigonometry, one-fourth in Geography, one-fourth in Physiology, and one-fourth in Logic.

2889. I believe only portions of English history are taken up at each examination?—The candidates are supposed to go through English history during the college courses; they begin with it in the matriculation.

2890. After the F. A. examination the B. A. may be taken in any one of half a dozen optional courses?—Yes, the student may select any one of six separate courses in addition to languages.

2891. What is the qualifying minimum?—One-third in English, one-third in the optional language; as to several optional subjects taken up, they are divided into a number of sub-divisions, two, three or four, as the case may be, and the candidate must obtain a minimum of one-fourth in each of the sub-divisions and one-third of the marks for the whole subject.

2892. How many of the students of the University classes do you think would have succeeded if they had gone to England to pass under the present rules?—I do not think there are any of our young men at nineteen who would have had a chance of passing in England. The great majority of our candidates for B. A. are about twenty years of age.

2893. Should the Uncovenanted Service be recruited only from Natives of India as defined in 33 Vic. cap. 3, or from all natural-born subjects of Her Majesty?—In regard to the recruitment of the Uncovenanted Service, I think that only Natives of India should be eligible; and my reasons are—

(i) that the children of the soil have a prior right to all that they are fit for consistently with the maintenance of British supremacy;

(ii) that it would be a political evil to introduce into the Uncovenanted Service Europeans of an inferior stamp, as tending to lower the prestige enjoyed by the higher European officials for superior intellectual and moral fitness;

The Hon'ble Mr. *Quinton*—contd.

(iii) that where efficiency is equal, Native agency is cheaper than European;

(iv) that in case Europeans are declared eligible, it is impossible to provide checks against jobbery. A European head of a department may easily hold the scales even as between Natives, but he cannot be altogether free from bias as between a member of his own race and a Native;

(v) that the appointments reserved for Europeans in the Police, the Salt, the Forest and the Abkari Departments are alleged to be such as Natives are unfit for, and that this principle of unfitness is the right principle to follow in making such reservation.

I think it desirable that the Uncovenanted Service should be divided into two sections,—the higher and the lower. I am not in favor of a competitive examination for either service. Nomination, governed by rules in regard to general educational attainments and special fitness for different branches of work, appears to me to be the best method. So long as the necessary conditions are fulfilled, I would make no distinction between persons residing in different territories.

Mr. *Nulkar.*

2894. You have used the words 'Natives of India' in the sense in which they are used in the Statute?—Yes.

Sir *Charles Turner.*

2895. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—As according to my proposal, members of the Uncovenanted Service will obtain appointments reserved for the Covenanted Service only after at least fifteen years' service, I think it a hardship that the pay should be cut down to two-thirds of what a Covenanted Civilian would draw in the same posts. Such Uncovenanted officers will very rarely reach the top of the ladder; and if

Sir *Charles Turner*—contd.

they do, it is but for a short time they will remain there.

Mr *Nulkar.*

2896. You would not make any difference in the salaries ?—I would not make any difference.

Sir *Charles Turner.*

2897. Have you anything to add ?—I want to say something further in regard to pay. If financial reasons render it necessary that the Statutory Civilians should be paid at lower rates, I would suggest that up to Rs. 1,000 the salaries of the Covenanted and Statutory Civilians should be the same. For posts whose salaries exceed Rs. 1,000, I should give the Statutory Civilian two-thirds of the pay given to a Covenanted Civilian holding the same post. My reasons for giving the same pay up to the limit of Rs. 1,000 is to make it possible for old Uncovenanted Civilians in receipt of salaries varying for Rs. 400 to 700 to obtain real promotion on their first appointment as Head Assistant Collectors. They cannot, of course, begin quite at the bottom of the Covenanted Civil Service.

Mr. *Ramaswami Mudaliyar.*

2898. You heard a gentleman say a little while ago that if the actual cost of living was Rs. 750 to a European, it would be Rs. 250 for a Native ?—My salary is Rs. 750, and I fear I spend more than two-thirds of it.

Sir *Charles Turner.*

2899. Do you think a Statutory Civilian could live on Rs. 200 ?—I do not think he can consistently with his position and dignity.

2900. Your reason for wishing that everybody should go to England is that candidates who pass in India should associate with English candidates on equal terms ?—Yes.

2901. Does that entail expense on them ?—Yes, it does.

2902. It has been suggested that we should abolish the existing Statutory Service as it is, and that we should take

Sir *Charles Turner*—contd.

the one-sixth of the reserved posts and add that to another one-sixth at least, that we should then take the upper posts of the Uncovenanted Service, and throwing these appointments together, make a service almost wholly recruited in India, thus forming the second branch of the Civil Service ; the third being the lower Uncovenanted Service. On what pay could a young man live respectably in that middle service ?—If he is to begin in the middle service, two-thirds of the pay which would be received by a Covenanted Civilian would be enough.

2903. If it be the desire that he should associate on equal terms with Europeans ?—Is the middle service to be recruited from the ranks of the English Covenanted Service ?

2904. Not solely nor principally, but for the most part to be recruited in India by nomination and public competition, or one of them. What would be a fair salary to begin on ?—For a man who begins life in one of these appointments, two-thirds would be enough, but if the man who is appointed to the post of a Covenanted Civilian obtains it after fifteen years' service, he should get full pay.

2905. What would a young Native gentleman be allowed by his father for his maintenance and expenses if the father was not wealthy? What would be his allowance ?—A young Native gentleman living with his father would get no allowance. If he had to live apart from his father, it would depend very much on the wealth of the father.

2906. A man who could afford to give his son a fair income ?—Rs. 200 or 250 a month.

2907. That is what he would give ?—Yes.

2908. Have not some of the medical students gone to England to take their degrees ?—Yes, several Natives have gone.

2909. From this Presidency?—From this Presidency I know of one, at least he was a Chetty Vaisya.

2910. He went to take a degree at one of the Universities of Scotland ?—Yes, at Edinburgh.

2911. Have no Mahomedans gone for the same purpose ?—I do not know of any.

Sir *Charles Turner*—contd.

2912. Several Eurasians?—Yes, several and they have been very successful.

Mr. *Stewart.*

2913. At what age did you commence to learn English?—At the age of seven.

2914. At what age do boys in Madras usually commence to learn English?—At about seven or eight; they begin very early now. We get into all the worries of public examinations at ten or eleven.

2915. Then the difficulty of having to learn all the subjects in a foreign language is not very real?—It is nevertheless great.

2916. At twelve or fourteen I suppose boys will speak English very well?—The fact that the difficulty is overcome does not show that the difficulty is not real.

Sir *Charles Turner.*

2917. You have said the study of English of late years has been much less perfect than when you were educated?—That is not owing to any failing in the standard of education in the Colleges.

Sir *Charles Turner*—contd.

2918. Do you think the English teaching of the present day is inferior to what it was ten years ago?—I do not think it is the fault of the English teaching, it is the fault of this circumstance rather that a much larger number of men have to be prepared for the examination now than used to be the case twenty years ago; and so much attention cannot be given to each student individually. I also think the greater number of the subjects they have to study the less attention they pay to English.

2919. Does not the Madras University constantly endeavour to secure higher proficiency in English?—We have exacted a higher minimum of marks and require the candidates for B. A. to pass in English and the optional language before presenting themselves for examination in the special course.

2920. Was that condition imposed because it was found English was so badly studied?—The average proficiency in English attained twenty years ago was better than the average proficiency attained now.

WITNESS XLIII—7th February 1887.

Examination of M. R. Ry. C. ETHIRAJULU NAIDU GARU, Dubash at Messrs. Gordon, Woodroffe & Co., Madras.

Sir *Charles Turner.*

2921. You are Dubash of Messrs. Gordon Woodroffe & Co., Madras?—Yes.

2922. Were you educated at the University?—I was educated at Patchiappa's School, and afterwards at the University.

2923. Did you take any degree?—No.

2924. You left in order to follow mercantile pursuits?—Yes, twenty-five years ago.

2925. What is your caste?—I am of the Gentu Naidu caste. I went to England last April.

2926. Were you received back into caste on your return?—Yes, I was.

Mr. *Stokes.*

2927. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—It is not approved at all. Persons of approved merit do not get appointments. The system is capable of improvement by appointing men of proved merit and ability from the Uncovenanted Service who have held high position in that service for say seven or eight years. If a man was appointed only after fifteen years' service, he would be more than sixty years of age before he obtained a high appointment. I would recommend that men should be taken after five or seven years' service. Such men properly selected would make more efficient administrators than the men selected under the present system. I have had no experience of the Bar.

2928. If the Statutory Service is retained, would you send selected candidates to England for training?—Certainly; I should send them to England after competing in the examination here. I would train them in England for one or two years.

Mr. *Stokes*—continued.

Sir *Charles Turner.*

2929. Do you agree that Brahmans and other castes in this Presidency have great reluctance to go to England?—I do not think they would show any reluctance if it were made a condition. I think they would be very glad to go.

2930. How many men of your caste have gone to England?—My father-in-law went about fifteen years ago, and I went lately.

2931. You had no caste difficulty on your return?—I had no difficulty; I moved in English society.

Mr. *Stokes.*

2932. Did you enjoy your visit to England?—I enjoyed it. I saw a great deal. There was a great deal to learn. I should have derived greater benefit from a longer stay.

2933. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—There is the present age limit. I would raise the maximum limit from nineteen to twenty-one.

2934. Do Natives labour under any and what disadvantages in competing for this service?—There is the expense of going to England. I would have an examination in India, held in a central place, and would send the candidates afterwards to complete their training in England. The course of training should extend over a series of years and be the same as for the successful candidates in England.

2935. Would you change the subjects in any way?—I would not; I do not know much about them.

Mr. *Stokes*—continued.

2936. Would you have the examination purely competitive and have an apportionment of appointments between different sects or residents of different Provinces?—I would have no apportionment.

Mr. *Ramaswami Mudaliyar.*

2937. Do you think if a man, not a Brahman, neglected to observe caste rules, he would be excommunicated?—I do not think so.

2938. How many cases do you know of men who went to Egland and were on their return readmitted into caste?—Almost all who went lost their caste, except a few including myself and my father-in-law. One or two did not lose their caste; they carried their own servants and provisions, so that there was no objection to them on the score of caste.

2939. Except in the case of Mr. Ruthnavelu Chetty, do you know of any other instance where a Sudra has not been received into caste on his return from England?—No, that is the only case I know of.

2940. Has there been any case of readmission into caste among Brahmans?—No.

Mr. *Stokes.*

2941. Should the Uncovenanted Service be recruited only from Natives of India or from all natural-born subjects of Her Majesty?—From all natural-born subjects.

2942. Would you recruit it by competition, nomination, or both combined?—By open competition, but provincially.

2943. If the present Statutory Service is abolished, would you give the posts now assigned to the Statutory Service to the Uncovenanted Service?—I would give them to men in the Uncovenanted Service.

Mr. *Stokes*—continued.

Mr. *Ramaswami Mudaliyar.*

2944. That is, you would retain the Statute for promoting men from the Uncovenanted Service?—Yes.

Mr. *Stokes.*

2945. Would you make any distinction in the Pay and Furlough Rules applicable to officers according to the branch of the service to which those officers belong, or the nationality of the officer?—I would make no distinction; but would pay officers of every race, and however appointed, the same salaries.

2946. A European witness just now told us that if it costs Rs. 750 for an European to live in India, it costs a Native Rs. 250 to live in exactly the same way. Is that your opinion?—With some it may cost Rs. 500. A man of position cannot live decently under Rs. 400 or Rs. 500.

Mr. *Nulkar.*

2947. Do you know what it costs young Native gentlemen to live at an English University?—To my knowledge it costs them from £4 to £6 per week. You could do it for £200 per annum at a pinch.

Sir *Charles Turner.*

2948. Is there anything else you would like to say?—No.

WITNESS XLIV—7th February 1887.

Examination of J. W. H. Ellis, Esq., Local Fund Engineer, Salem.

Mr. *White.*

2949. You have been for some years in the Public Works Department ?—Yes, twenty-five years.

2950. You rendered distinguished service in the Godavery district ?—I saved the central tank from being breached and Government perhaps several lakhs of rupees.

2951. Subsequently you drew up a scheme which was accepted by Government for the construction of the Buckingham Canal ?—Yes, a large project for extending irrigation in the central delta of the Godavery, which has since been carried out.

2952. Some time ago it was intended to promote you to the Engineer grade; why was that promotion refused to you?—Promotion was finally refused me by the Government of India because I was not a pure Asiatic; that was on the second occasion. On a former occasion they would not promote me but no reason was assigned.

2953. So that you were regularly put aside, because first you were not a European, secondly because you were not a Native ?—Yes.

Mr. *Stokes.*

2954. Are you still in the Public Works Department ?—Yes, but my services have been lent to the Local Board, Salem.

Mr. *Stewart.*

2955. Was promotion to the Engineer grade finally refused you?—Yes.

2956. I believe the order you refer to—the Rurki resolution—was recalled ?—Yes.

Mr. *Stokes.*

2957. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved ?—No, they do not enter the service by a proper channel, and do not hold the same status as Covenanted Civil Servants; they are not considered the genuine article in fact.

Mr. *Stokes*—continued.

2958. What do you propose under these circumstances ? Would you abolish the service, or arrange to retain it in a different way ?—I would retain it, but I would only promote to it men of proved merit and ability from the Uncovenanted Service and in the same pay and position as the Covenanted Service.

2959. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service ?—Yes, the recruitment being entirely in England really prohibits Indians from entering the service.

2960. Would you recommend any change ?—Yes, recruitment in India.

2961. Is that the only change you would recommend ?—Yes.

2962. Do you think the age is too low?—Yes, I would raise it to twenty-three.

2963. You would have a simultaneous examination, identical as far as possible, and the age twenty-three ?—Yes, but I would increase the marks for Oriental classics.

2964. Would you have open competition ?—Yes, I would select men in order of merit. There should be no apportionment.

2965. Would you insist on the candidates going to England to complete their training ?—No, I would leave it optional, even when they have passed for the Covenanted Service.

2966. Why would you leave it optional ?—On account of the expense for one thing; then there is the residence for two or three years which may be necessary to ensure success,

Mr. *Stokes*—continued.

and the chances of a young man going wrong, and many other causes.

3967. Have you any other reasons ?—I cannot recall them just now.

Mr. *White.*

2968. You have a son in England ?—Yes, at Cooper's Hill.

2969. Is he under proper supervision ?—Yes, he resides in College during the working periods and goes out during the vacation. I could not make proper arrangements, it is impossible. I leave it to the boy entirely to make his own arrangements during the vacation.

Mr. *Ramaswami Mudaliyar.*

2970. I suppose you attach importance to experience in England, *i. e*, that a man should spend two years' probation with English candidates ?—Yes.

2971. Yet you would not make that a condition of his appointment ?—No, I would not make it obligatory.

2972. Would you claim the same salary for a man who had not been to England ?—Yes.

2973. On what ground do you justify the same pay ?—A man enjoying the same status should enjoy the same emoluments.

2974. Is not a young man who does not go to England for a probationary period of two years along with English candidates, inferior to men who have undergone such a course of training ?—I have not considered that question.

Mr. *Stokes.*

2975. Should the Uncovenanted Service be recruited only from Natives of India or from all natural-born subjects of Her Majesty ?—Only from Natives of India, excluding all foreigners.

2976. Should the recruitment be by competition or nomination ?—By competition.

2977. Whatever system be adopted, should recruitment be provincial ?—Yes, provincial.

2978. If the existing Statutory Service be abolished, would you give the appointments assigned to that service to the Uncovenanted Service ?—Yes, I would fill them by promotion from the Uncovenanted Service.

Mr. *Stewart.*

2979. You would have a competitive examination in India for the Covenanted Civil Service and you would also throw open all Uncovenanted appointments to competition to Natives of India ?—Yes.

2980. How many Eurasians and domiciled Europeans would succeed do you think in this competitive examination ? Would they have any chance of succeeding ?—I cannot tell you that.

2981. As things go at present, do you think they would have any chance of getting appointments in the Civil Service or Uncovenanted Service ?—When the demand arises, I am certain they would come forward.

2982. How many per cent of the successful candidates do you think would be Eurasian ?—Four per cent would, I think, succeed.

2983. How many Eurasian graduates are there in the Madras University ?—I do not know.

Mr. *White.*

2984. In regard to the Eurasians do you think they hold their own in the Medical Department ?—I think so, quite.

2985. Why should they not, if proper encouragement be given to them, hold their own with the other classes in other departments ?—I do not see that they do not in proper proportion.

2986. As far as you are aware, the encouragement given to Eurasian students is not such as to induce boys of that community to continue their studies to the B. A. degree ? Do you think if they had such encouragement they would continue their studies ?—Yes, and they would have a very fair chance.

Mr. *Stokes.*

2987. Have you any views as to pay and furlough ?—I would have the

Mr. *Stokes*—continued.

pay equal. Two men doing the same work should receive the same pay, that is my principle.

2988. Do you think that Natives of the country require so much furlough as Europeans require?—There should be some concession given in the furlough rules in the case of Europeans.

2989. Is there anything else you would like to say?—Nothing else.

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WITNESS XLV—7th February 1887.

Examination of M. R. Ry. G. SUBRAMANY AIYAR AVARGAL, Editor of the *Hindu* newspaper.

Sir *Charles Turner*.

Vol. V. Sec. II. Madras.

M. R. Ry. *G. Subramany Aiyar Avargal.*

2990 You are a B. A. of the University of Madras ?—Yes.

2991. What is the circulation of your newspaper the *Hindu* ?—Fifteen hundred copies. It is the most important of the Native papers published in this Presidency.

2992. How often is it published?—Three times a week.

2993. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system is not approved for the following reasons:—(1) It provides no guarantee for the best Native talent being secured. (2) The appointments being made without any public test as to the merits of the candidates, the public conclude that some backstair influence has been at work. (3) So far as this Presidency is concerned, most of the young men appointed are not above the average graduate who willingly takes up a clerk's place in the ministerial branch of the Uncovenanted Service. (4) The person appointed commands less respect from the public as well as from the European members of the Civil Service than he would command if he had entered it after open competition with a number of European and Native youths. (5) The system does not act as an inducement to educational progress; and so far as the class of noblemen and others whom the service is, or rather was originally, intended to encourage is concerned, it is calculated to have a demoralizing effect. (6) The Statutory Civilian cannot but be himself conscious of his peculiar position and behave with less independence and less self-confidence than would be the case if he were conscious that he owed his appointment to his won merit and to no other circumstance. (7) The Statutory Civil Servant is not a member of the Covenanted Civil Service, but is merely appointed to a post in that service. He cannot claim all the privileges of the regular service.

Sir *Charles Turner*—contd.

2994. How can these defects be remedied?—The defects of the existing system can be remedied to some extent by an amendment of the present rules. If the selection is made by some system of competitive examination, the Statutory Service will secure better men. I would, however, abolish the serivce as regards first appointments to the Covenanted Service. I do not think that the Statute needs any amendment except in one respect, to which I shall refer in my reply to the following question. As a means of promoting distinguished members of the Uncovenanted Service, the Statute might be retained.

2995. How far would you amend the provisions of the Statute?—The provisions of the Statute should be amended with a view to define more clearly the term "of proved merit and ability." I would define the above expression to mean members of the Uncovenanted Service of not less than ten years of unbroken service, and members of any learned profession of similar standing. Every appointment thus made by any Local Government should be subject to the previous sanction of the Government of India.

2996. If the present Statutory Service is retained, would you require the men appointed to it to proceed to England to complete their education?—I think that those who are appointed to the lowest grades of the Covenanted Service might be encouraged to proceed to England to receive further educational training there. But no such encouragement need be held out to those who

Sir *Charles Turner*—contd.

are promoted from the Uncovenanted Service. Such men would be men of some standing in the service; and having been chosen for their meritorious service and for their general qualifications, it would be unnecessary and unfair to require them to go to England. They would generally be men of middle age, and probably of orthodox views, and it would not be right to require them to go. I do not think it will be proposed to appoint junior members of the Uncovenanted Service to Covenanted posts. For in their case there would be no guarantee of "proved merit and ability." Such a course would also open a wider field for jobbery than that of appointing senior officials, for public opinion cannot so emphatically and confidently pronounce itself in their case as in the case of well-known Deputy Collectors and Sub-Judges. For these reasons selections from the Uncovenanted Service should be confined to men in the senior ranks and they should be posted to the higher grades ot the Civil Service.

Mr. *Stokes.*

2997. How many Statutory appointments have been made in Madras?—Only a very few.

Sir *Charles Turner.*

2998. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, great dissatisfaction is felt. The rules under which the appointments are made at present have led to a deterioration in the quality of men who enter the service. The Native candidates have been virtually prohibited from competing with English youths at the examination, although such prohibition is distinctly against the Statute of Parliament and against the pledges of the Sovereign, the Ministers and Viceroys. As Lord Lytton said, "these pledges have been inadequately redeemed." So far back as 1860, a committee of the India Council wrote "The Law declares them eligible, but the difficulties opposed to a Native leaving India and residing in England for a time are so great, that, as a general rule, it is almost impossible for a Native to compete successfully at the periodical examinations held in England. Were this inequality removed, we should no longer be exposed to the charge of keeping the promise to the ear and breaking it to the hope." These difficulties have since 1860 been increased by the reduction of the limit of age and other modifications.

2999. What changes should be made in the present system?—(*a*) The age of competition should be raised to the maximum of twenty-three. (*b*) The competitive examination should be held in India as well as in England. It should be held at the same time, the examinations being as far as possible identical in every respect.

3000. Should candidates be entered in one list or in two lists?—The passed candidates should be entered in the same list according to their order of merit.

3001. Have you any further views to lay before the Commission on this subject?—The suggestion of Lord Ripon's Government should be adopted; that the Eastern classical languages—Arabic and Sanskrit—should be put upon a par with Latin and Greek in the schedule of marks, the standard of examination in all four subjects being made equally high. The objection raised by the Earl of Kimberley to this proposal appears to me to be very unsound. To say that equalising the marks in these four subjects would make the examination "a substantially Oriental examination," as His Lordship says in his reply, is to use the language of exaggeration. The above changes will place Indian youths on a footing of equality with those of the ruling country and it is this and nothing else that the people of this country want. The establishment of scholarships and allowance of passage-money will afford some relief to the Indian candidates; but they will not place the Native competitors on the desired footing of equality with their English fellow subjects which the changes suggested above will alone do.

Sir *Charles Turner*—contd.

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M. R. Ry. *G. Subramany Aiyar Avargal.*

I am not at all sure that at first even the most advanced section of the Indian community would win a large number of prizes, and it is probable that even the one-sixth of the total number of Covenanted appointments, now guaranteed under the Statutory rules, may not be fully secured. Yet in the long run the Indians will gain in many ways. Competition with English youths will give them an incentive to realising a higher level of education, will improve the general educational system of the country, will raise the moral character of the Indian youths, and, finally, will increase the efficiency of the Civil Service so far as its Native portion is concerned. Objection has been taken to holding simultaneous examinations in India and England on the ground that backward races will be left behind and their discontent will be a political evil. It is probable that for some years the Mahomedan community may not profit to the same extent as other Indian communities. But the examination will furnish the best incentive to their educational progress, and in a few years they will be quite equal to other classes. The Mahomedans are not in the least inferior to Hindus in natural intelligence; and although prejudice has hitherto kept them back, yet when once they become convinced that education is the only means of advancement, they will advance to an equality with others. Already there are signs of this awakening. Their temporary backwardness will not and ought not to damp their new-born ardour for English education. The worst thing the Government can do for them is to encourage their present hesitation to enter on the same line of progress as their Hindu fellow-countrymen. Those who urge that the competitive examination in India is undesirable because it will leave this backward race behind, ought to consider the other side of the question also. Hindus, Parsis, Native Christians and Eurasians complain of the present conditions of competition as throwing unjustifiable difficulties in their way; and if these difficulties are perpetuated because a comparatively small section of the population is backward and would not advance, will not the forward classes be justified in resenting this partiality? In fact, the Government will be creating difficulties if they abandon the course of strict and unbiassed neutrality. On political grounds I cannot conceive a safer position that the Government can take up, than that it should be able to say to the murmuring class, "Show yourselves fit, and we will be most ready and happy to admit you into the service." On administrative grounds, too, it is obvious that the safest and the best course is to adopt fitness as the only test. After all, the Government want the best men procurable for their service, whether Mahomedans, or Hindus, or Englishmen. Another objection to holding a simultaneous examination is the difficulty of conducting the *vivâ voce* portion. From all that I have heard of this, it does not appear to me to be an insurmountable difficulty. I have not myself had any personal experience, but those that have assure me that much importance is not now attached to it. One friend calls "it a miserable farce," another says that "it is not thought much of by the Civil Service Commissioners," and the third says that the difficulty is "a bogus one." I would not, of course, abolish the *vivâ voce* test on that ground, because it is necessary to eliminate those candidates who can pass the written test by mere cramming. It will be remembered that the Committee of the India Council which reported in 1860 upon the subject that we are now considering, advocated that the examination should be held in India also. I quote the following from that report: "In order to aid them," the Committee observed, "in carrying out a scheme of this nature, the Committee have consulted the Civil Service Commission, and, through the favor of Sir Edward Ryan, they have obtained a very able paper in which the advantages and disadvantages are fully and lucidly discussed. They would solicit your careful consideration of this document, and will only, in conclusion, add that in the event of either of the plans being adopted, it

Sir *Charles Turner*—contd.

will be requisite to provide for the several examinations of successful competitors in India as nearly as possible resembling that now required in England. The Civil Service Commissioners do not anticipate much difficulty in arranging for this. The Committee, however, are decidedly of opinion that the examination papers, on which the competition is to proceed in India and in England, should be identical, but they think, in justice to the Natives, that three colloquial Oriental languages should be added to the three modern European languages so as to give the candidates the opportunity of selection." Again in the debate in the House of Commons in 1868 the late Mr. Fawcett said: "An objection might, indeed be taken on account of a part of the examination being *vivâ voce*, but some of the best scholars from English Universities hold professorships in India and are perfectly competent to conduct *vivâ voce* examinations." I think it was in reference to this remark that the late Lord Iddesleigh, then Sir Stafford Northcote, who was not in favor of holding a competitive examination in India, admitted that he had consulted the Civil Service Commissioners, and, he did not think the difficulty was insurmountable. It is evident, then, that those who are most conversant with the subject are of opinion that the oral examination is a difficulty which can be overcome. I am told that in certain subjects, in the English language and literature for instance, no oral examination is held, and I do not see that a similar test is necessary in mathematics. If then the oral examination is required only with respect to a few selected subjects, it can be entrusted to local examiners selected from Professors of Indian Universities who would be furnished with instructions from the Civil Service Commissioners as to its exact nature and object. The questions need not be identical; indeed, if the oral test is intended to find out cramming on the part of the candidates, as I believe it should be, it is impossible that the questions can be identical. If necessary, one or two of the English Commissioners can

Sir *Charles Turner*—contd.

be sent over to India to conduct the examination in conjunction with local examiners, and the cost can be met from the fees of the candidates. At any rate, whatever may be the proper method to adopt in conducting the *vivâ voce* examination, a difficulty in detail, which very competent men have considered to be not insurmountable, ought not to influence an otherwise proper decision of a great national question.

If a simultaneous examination is held in India, it should be held at not more than one centre in this country. I advocate this last for more reasons than one. In the first place it will minimise the chances of the question papers getting out. In the second place it is better that the examination should afford opportunities to the candidates to leave their homes and move, for however short a time, amidst strangers and future fellow-workers.

I would not favor any suggestion to introduce any kind of distinction between the Indian and the English Civil Servants, and on that principle I would not exclude Natives from any class of appointments. It is suggested that Indian candidates might carry off too many of the prizes. Though the suggestion is flattering to the intellect of my countrymen, I do not think that it is at all probable. It is as probable that English competitors might swamp their Native fellow competitors as the reverse is, and once the principle of equality is granted, the consequences must be accepted. The only distinction recognised by the law among the different sections of Her Majesty's subjects is the distinction of qualification. If Natives prove themselves fit, after a fair and open competition with Englishmen, to serve Her Majesty's Government, it will be illegal and improper to prevent them from doing so. Politically, also, the distinction suggested will be undesirable, for it will amount to an admission on the part of the ruling race that it is intellectually inferior to the Indian race. If, however, the Government desire, for political reasons, that the highest appointments should be secured to Englishmen, I

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have no objection to that course. They might reserve a certain proportion of the higher appointments for competition in England. But even then I would not close the competition altogether against Natives. That will be against the principle of the Charter Act. But Natives will not get any special concession in their behalf; and I do not believe for a moment that the English youths will be beaten by their Native fellow competitors in the manner apprehended.

3002. Would you compel the youths who pass in India to go to England in view to securing additional training? —I think that the candidates who succeed in passing the Indian examination should be compelled to go to England with a view to receive additional training in some of the Universities there. My grounds are as follows :—The compulsion will be a hardship only to a section of the Hindu community. The Mahomedans, Parsis, and Native Christians will not be affected at all. So far as this Presidency is concerned, I can state with confidence that the vast majority of the non-Brahman population feel little scruple in crossing the ocean. And the young men who have returned from England without undergoing demoralisation have been re-admitted into caste, and they move in Hindu society as if they had never been to England at all. (2) Even with regard to the Brahman caste, the great temptation offered by the certainty of appointment to the Civil Service will induce that caste to practically connive at this profitable violation of its rules. The prejudice against crossing the ocean is, of course, very foolish; and if any measure will bring about its disappearance as its indirect result, that fact should be regarded by all educated men as an argument in favor of, rather than against, that measure. No people claiming political power and presuming on their moral and intellectual equality with Europeans can consistently and rationally adhere to a stupid prejudice which ignores obvious advantages to the individual and the nation. A training in England will make the Indian candidates in every way better men and better fitted to exercise the responsible and high functions that will devolve upon them in the course of their official career. They will in that case command more respect from the English members of their own service; and will gain in the estimation of their own countrymen, and so far as their official relations are concerned, they will have their prestige and authority raised. Such a visit will take the Indian youths out of the narrowing influences of their homes and the places of their birth. Their views and their sympathies will be widened, and they will discharge their duties without being subject to the possible pressure of caste or local influences. And finally, the proposed provision will lead to increased numbers of Native gentlemen visiting England, which will be a great advantage to India. I should voluntarily demand this provision in the interests of the Native candidates themselves, and not merely acquiesce in it out of deference to the sentiments of Englishmen.

3003. Are the young men who entered the Covenanted Service by the door of the open competition in England the best as regards character and capacity who could be obtained under any system?—The young Natives who have entered the service by the door of the open competition have, as a rule, been men of high character and ability. The late Mr. Ratnavelu Chetty was highly esteemed by the Natives. Within a few years of his first appointment he was appointed to act as Inspector-General of Registration, a position which is hardly attainable by members of the Uncovenanted Service after twenty years of hard and distinguished service. They are decidedly better than the young men appointed under the Statutory rules. I need scarcely say that they are superior to some of the best men the present Uncovenanted Service can show. Whether they are as good as can be obtained under any system, I cannot say, because no other system has been tried. But it can be easily predicted that the changes that have been suggested in the present system of competitive

Sir *Charles Turner*—contd.

examination, which will enlarge the field of competition, will bring in even better men.

Mr. *Ramaswami Mudaliyar.*

3004. Do you really think the caste difficulty will act as a deterrent?—It will act as a deterrent for some years.

Sir *Charles Turner.*

3005. Some thousands of people leave the shores of Madras every year to find employment abroad, do they not?—I should think so.

3006. How many thousands go every year to Burma, Ceylon, Mauritius, Queensland, &c., and do you know whether Brahmans do not accompany them?—I have heard that some do under disguise. I cannot say how far it is a fact. I know as a matter of fact that many Brahmans have settled in Jaffra, although to go there would itself result in excommunication.

3007. Do you know whether Brahmans have also settled in the Mauritius?—I do not know; but I can state with confidence that if temptation is held out to Brahmans to join the Civil Service, a large number of youths will face excommunication.

3008. How long have you been conducting a newspaper?—Nine years.

3009. Is there any ground for the observation made to us by a witness we examined in Bombay that the disinclination of the Brahmans to cross the sea has intensified in Madras of late years?—I cannot say.

3010. Was the witness correct in suggesting that theosophy had revived the prejudice?—Those Brahmans who are opposed to going to England point to instances of men who have been, and say that the results have been unfortunate and have had the effect referred to.

3011. Do they object to the effect it has had on persons who have visited England?—Yes, certain Brahmans who have been to England and returned have not conducted themselves as their caste brethren thought proper.

3012. In these instances were the men of good repute before they left?—I cannot say.

Mr. *Ramaswami Mudaliyar*—contd.

3013. Do you think they violated any rule after going to England which they had not violated while in India?—I cannot say that; they did not act as an intelligent Brahman is expected to behave.

3014. Do you think theosophy has had any effect in reviving the prejudice?—To a very small extent the movement of theosophy has given countenance to certain prejudices which were becoming obsolete and generally condemned; but I cannot say whether a disinclination to go to England is one of the prejudices.

Mr. *White.*

3015. You are a Brahman?—Yes.

3016. Then you ought to know the feeling of Brahmans pretty well.

3016½. Is it not the case that in the Hindu social system a Brahman is above the criticism of all other classes and that he regards with indifference the criticism of others?—I cannot say that he takes it with indifference, particularly when he is subject to the criticism of his neighbours.

3017. Supposing Brahmans made up their minds to go to England, they would not be debarred by the criticism of inferior castes, would they?—The majority would not be debarred; some few at any rate would be bold enough to disregard the criticism.

3018. Do not you think that if Brahmans led a movement of that sort, other castes would follow?—I do not think in such matters Brahmans would hold the position of leading the people. In matters connected with politics, matters of administration, &c., I do not think Brahmans hold the position of leaders of the community. If orthodox Brahmans took a prominent part, it would have an influence on the community.

Sir *Charles Turner.*

3019. From what classes would you recruit the Uncovenanted Service?—If the Covenanted Civil Service is freely open to all sections and races of Her Majesty's subjects, I would, on the same principle of perfect equality which I have said ought to characterize the conditions of admission into

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the higher service, make the lower service also open to all natural-born subjects of Her Majesty. But my opinion would depend upon how the next question is answered. If appointment to the Uncovenanted Service is to be made by a system of nomination by Government, I should certainly hesitate to alter the section of the Statute referred to. For in that case the best appointments would be given, as a rule, to those youths in whom Indian officials might be personally interested. This is the case at present. In various departments of Government, in the Salt, Forest, Survey, Telegraph, Postal and Police Departments, there is an unnecessary predominance of the European element. I am aware of the fact that offices requiring special qualifications and special training would be filled, so long as the Natives do not possess these qualifications and training, by Europeans who possessed them. Apart from this, mere executive duties which the Native can discharge as well as the European, and, in fact, does discharge in instances where he has been exceptionally appointed, are entrusted to European officials. These officials are in many cases relations and dependents of influential Anglo-Indian officials. They are also young men of inferior education, at any rate inferior to the Native graduate who can be got for the same if not on a lower salary. There is a ruling of the Secretary of State and of the Indian Government that no appointment in the Uncovenanted Service of which the salary exceeds two-hundred rupees a month should be given to a European without the previous sanction of the Secretary of State. But so many exceptions exist to this ruling that its operation has been of little effect. In the first place all appointments made by the Secretary of State, or those conferred on Military or Civilian officers are exceptions to this rule. Several appointments in the Educational Department have been given away to Europeans by the Secretary of State, although there are competent Native officials who ought to have got them. In the next place, certain departments of the Uncovenanted Service have been exempted from this ruling. This general exemption is unjust, and to a great extent unnecessary. In the provision excepting these departments from the operation of the order, the rule merely permits the appointment of Europeans, but imposes no obligation to exclude Natives, as a rule. In the Traffic Department of the Railways few Natives are employed, although I am aware that as drivers and shunters their number has increased considerably of late. All this unfair treatment of the claims of the Natives arises from the evils of the system of nomination. If this system is to be retained, I should be opposed to any modification of section 6 of Statute 33 Vic., cap. 3. On the other hand more stringent orders than are at present in force should be issued by the Secretary of State to prohibit the appointment of other than Natives in the Uncovenanted Service. But the principle I have referred to as the one which ought to guide the dispensation of patronage by the Government, that is, perfect equality among all sections and classes of the people, requires that the Uncovenanted Civil Service also should be thrown open to all natural-born subjects of Her Majesty.

3020. Should recruitment be by competition ?—The recruitment for appointments, above those of a merely ministerial character, should be by competition ; certain classes of offices will have to be omitted from this system, such as the higher Educational, Archæological, and other appointments which should be filled by men sent out directly from Europe. In the case of all other classes of offices for which qualified men can be got in India or in regard to which the requisite training can be given in India, there should be a general competition for two-thirds of the vacant posts, and those who succeeded in passing should be subjected to the necessary departmental test before final appointment. I am not, however, very particular about the proportion. The remaining vacancies should be reserved for men of distinction in the

Sir *Charles Turner*—contd.

legal profession and others who are specially qualified.

3021. Would you recruit provincially, or would you give a preference to the residents of a Province for employment in that Province?—The recruitment should be made with a preference for residents. I would include under "residents" all those who have lived in the Province for a year.

3022. If the Statutory Service is abolished, would you assign the posts now allotted to that service to the Uncovenanted Service?—Certainly not. I would not bind the Government to any hard-and-fast rule in the matter of promoting men of distinguished ability to the Civil Service. The promotion should be made only when there are men of conspicuous ability fit in every way to hold places ordinarily held by Covenanted Civilians. I would not expect such appointments to be made every year; and whenever they were made, say once in three or four years, the men should not be posted to places at the bottom of the service. A first class Deputy Collector or a Sub-Judge, who has shown extraordinary merit, should be promoted to the position of a Sub-Collector or Collector, or to a District Judgeship.

3023. Have you anything to say as to the question of pay?—I think the salary necessary to induce Natives to go to England and qualify themselves for the higher service ought to be the proper salary, whether the posts are held by Natives or Englishmen; and, in my opinion, the salaries now paid to the members of the Covenanted Service are excessive, and might be reduced by 20 per cent. all round with a very few exceptions. No further reduction should be made in the case of those members of the Uncovenanted Service who are promoted to Covenanted posts; because unless these members are in every way fit to hold them, they should not be promoted. The Statutory Civilian, nominated under the existing system, will be a man of inferior qualifications, and he might receive a smaller salary. But his position would be anomalous, and it is this anomaly which has resulted in the almost universal recommendation that it should be abolished.

Sir *Charles Turner* contd.

Mr. *White*.

3024. You are aware, I suppose, that the object of the competitive examination in England is to secure the best men for the public service?—Yes.

3025. And you propose that salaries should be reduced 20 per cent. all round? There are high authorities in this country who consider that if we could possibly get a better class of men to come out to the country, it would be much better for the country itself. Do you not think that a reduction of the salary now given to officers would bring about the thorough deterioration of the service?—I made certain exceptions. Judges of the High Court, Members of the Viceregal Council, &c. I would not reduce the salaries of such officers; but with regard to other officials, men of the same stamp as we now get, they could be obtained on salaries such as I suggest. My opinion is not entitled to the same authority as the persons you refer to. If a reduction of salary would affect our getting men of the same stamp as now, I would certainly not advocate it.

3026. You know there is a principle that wages should be adjusted according to what a man has to do. Considering that you desire to induce a superior class of men to come to this country to do certain work of the most important character, and that they are subjected to a certain amount of inconvenience in coming to this country, do you not think that if they are paid salaries on the same scale as the people of the country, they should have some addition in the shape of personal allowance or something of the kind?—Yes, I think so; but those Natives who go to England and qualify there will be on an equality with English Civilians. In that case both should be paid the same.

3027. There are some gentlemen who come out specially selected by the Secretary of State and others who come on their own account. Would you give the same salary to

Mr. *White*—continued.

gentlemen who come out under special covenant and to persons who come out simply on their own account to get an appointment under Government? Would you make a difference between the gentlemen recruited in England who were sent out and in a manner compelled to come to this country and those who were not?—Certainly I would, and I presume the selections made by the Secretary of State would be very superior.

3028. You are acquainted with public opinion in Southern India, and may have been able to gauge it. A charge has been brought against the educated Hindu of the new school that he is disloyal. Is that the fact?—That is entirely unfounded.

3029. Is it not your opinion that the educated Hindu tries to understand the political position of England, and that he is capable of understanding the benefits of English government in this country?—Yes.

3030. And do you not think from your experience that the educated population of Southern India at all events are sincerely earnest and desirous to do all they can to assist the Government in the administration of the country?—Yes, they are; and their only regret is that they have not the power by which they might make themselves useful to Government.

Sir *Charles Turner.*

3031. You say as to the Education Department that gentlemen are sent out by the Secretary of State when competent Native officials might be obtained here. Is it not a fact that there is a preference entertained here by the Natives themselves for Englishmen as educationalists?—I myself would prefer Englishmen to Natives in certain educational appointments.

3032. What is the complaint you make?—The Professors of the Presidency College and Colleges of the same standing ought to be Europeans; but there are other appointments, Headmasterships of Provincial Colleges, second grade Colleges, Head-masterships of Government Normal Schools, minor Professorships in the Agricultural College; these could be filled by Natives, also Inspectorships of Schools.

Sir *Charles Turner*—contd.

3033. How many European Professors have they there?—I think, until lately, they had two. I think under the new system that came into existence two years back they have only one.

3034. Is that Mr. Robertson?—I think so.

3035. And do you think any Native of the Presidency would be able to fill Mr. Robertson's place?—No.

3036. You say that in the Traffic Department of the railways few Natives are employed?—Yes.

3037. But the Traffic Department of the Railway is ordinarily not managed by Government but by a private company?—There are some State Railways.

3038. To which Railways did you refer when complaining that Europeans were unnecessarily employed in the Traffic Department?—Not to any particular Railways; but generally with regard to that department there has been complaint in Native circles.

3039. How would you choose your judicial service. By competition?—Yes. Two-thirds or the largest proportion of it I would fill by competition.

3040. Does not the present service possess the confidence of the people?—It does to a great extent, but I cannot say it possesses the full confidence of the people.

3041. Do you think by competition you would get better men?—Yes, especially in the appointments of Munsifs. I do not think I can express satisfaction at every one of the appointments of Munsifs that has been recently made. What I hear is not satisfactory about all of them; but I think if a competition between B. L's and junior vakils of the High Court was held, the results would be better.

3042. Have many of the appointments been made from the District Court Bars?—Yes.

3043. Those were men of several years' practice, frequently men of the longest practice in the district, were they not?—Yes, probably.

3044. Do you think that those men

Sir *Charles Turner*—contd.

would present themselves at a competitive examination ?—I do not see why they should be deterred if qualified by their ability.

Mr. *Stokes.*

3045. Do you think they would go in for competition ?—I think so.

Sir *Charles Turner*

3046. Men with a professional income of Rs. 400 or Rs. 500 a month, would they go in for competition ?—If young.

3047. Would men of thirty years of age generally go in for competitive examination ?—I do not say they would.

3048. Would it not be detrimental to the Bars of the District Courts if their leading pleaders did not have some hopes of appointment to the Government service. Do not such appointments raise the tone of the local Bars ?—I cannot speak authoritatively about that matter, but I think it will not have the effect of increasing the tone ; probably the reverse may be the effect. The chances of obtaining employment under Government may make pleaders less independent than they otherwise would be.

3049. A man to be recommended by a Judge must be a man of good professional character. The question is whether by appointing men from the

Sir *Charles Turner*—contd.

District Courts you do not keep up the tone of the Bar of those Courts. You wish a large number to be selected by competition ?—Yes.

3050. The result would be that we should not get graduates of professional experience, much less men who had succeeded in the High Court ?—I think it quite possible to lay down the qualifications of those that are to be admitted to compete, so as to exclude the men you have in view.

3051. You say yourself you do not think men of many years' standing would compete ?—I still think it desirable to have competition.

3052. Are the Subordinate Magistrates efficient ?—I cannot say whether they are efficient or not, but they have not been giving satisfaction to the public in the discharge of their duties in the matter of sympathy towards the people in doing strict justice. They are much worse than Munsifs. I think it is possible to get even better Munsifs than we have now. I admit the Judicial Service has improved a great deal. There is no comparison between it and the Revenue Service.

3053. Do you think the present Munsifs are honest men as a class ?—Yes, I think so as a class.

3054. You think some are inefficient men ; is that the complaint ?—Yes.

3055. Have you anything else you wish to add ?—No, nothing.

WITNESS XLVI—8th February 1887.

Examination of M. R. Ry. P. S. SIVASWAMI AIYAR, B. A., B. L., Vakil of the High Court, Madras, Delegate of the Mylapore Athenæum.

Sir *Charles Turner.*

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M. R. Ry. *P. S. Siva-swami Aiyar.*

3056. I believe you appear in a representative capacity?—Yes, as delegate of the Mylapore Athenæum, in which there are fifty members, forty being graduates. The object of the Society is to discuss public matters, and also to circulate papers.

3057. Were the answers you are about to give considered by the society?—Yes, at a meeting of twenty-two members.

Mr. *Stokes.*

3058. Is the existing system of appointing Natives to the Statutory Civil Service under the Statute of 1870 disapproved?—It is viewed with dissatisfaction. The grounds of this feeling are that the rules framed under the Statute do not lay stress upon the claims of proved merit and ability in the service of Government: that the method of selection actually employed has given prominence to considerations of high birth and social position; that the method has admittedly proved a failure; that nomination does not secure the best men available; and that the Statute does not admit the Natives to membership in the service.

3059. Does your Association desire that the Statute should be amended or repealed?—The provisions of the Statute should be repealed, but if they are retained, they should be exercised in favor of men of proved merit and abilty, shown either in the service of Government or in the practice of a learned profession.

3060. What are the opinions of your Association concerning the Covenanted Civil Service?—Dissatisfaction is felt with the existing system for three reasons: (1) that the examination is held in England; (2) that the maximum age is fixed too low; (3) that the Oriental languages do not obtain fair treatment in the scheme of examination. The disadvantages under which Natives labour may be removed by raising the limits of age to nineteen and twenty-three; by placing Sanskrit and Arabic on a level with Latin and Greek, respectively, with regard to marks; and by holding an examination in India simultaneously with that in England. The examinations should be identical and held at one centre, *viz.*, Bombay. The candidates in England and in India should compete with one another and be selected in order of merit. No apportionment between Provinces or religious sects is desirable. It would only rouse and embitter class feelings.

Mr. *Stokes*—continued.

Selected candidates should not be compelled to proceed to England, but facilities may be given to those who are willing to go. I may mention that at the meeting of my society an equal number voted for and against the proposal for making it compulsory, the majority of the members on both sides being Brahmans, and the proposal was negatived by the Chairman's casting vote. The society, however, thought that candidates might be encouraged to go by money allowances.

The character and capacity of the Natives obtained by competition in England are open to no exception.

3061. What are the views of the Association as to the recruitment of the Uncovenanted Service?—The Uncovenanted Service should be recruited from all natural-born subjects of Her Majesty habitually resident in the Province and from the subjects of Native States under the protec-

Mr. *Stokes*—continued.

tion of the British Government, provided the appointments are made by competition. But nominations should be confined to Natives of India. The Uncovenanted Service should be divided into two branches, higher and lower; the former comprising all appointments carrying a salary of Rs. 100 and upwards. The number of annual vacancies in the former should be ascertained, and two-thirds of such vacancies filled up by competition open to all men under thirty years of age, and the remainder by nomination. The men selected by competition should be posted only to the lowest grades in the service. Separate examinations should be held for separate departments, but in all of them general culture should be tested by an examination not inferior to the B. A. standard. Nominations to the Judicial Department should be made mainly from the legal profession, and the Judicial Department should be recruited mainly by nomination from the legal profession. A certain number of high appointments should be reserved for the Uncovenanted Service to encourage men of merit and ability, for instance, a few Collectorships, seats on the Revenue Board, the Secretaryship to the Revenue Board, the Registrar-Generalship, and the High Court Registrarship.

Mr. *Nulkar*.

3062. Is there any objection among young Native graduates to the twenty-five years' rule?—I have heard no objection, but we have proposed that the age should be raised to thirty, in order that persons in the Uncovenanted Service may be able to appear at the competitive examination.

Mr. *Stokes*.

3063. Is it not the case that many men may be prevented, by that rule, from studying for higher degrees, such as the M. A. degree?—It may be the case. My society also think that

Mr. *Stokes*—continued.

Native Civilians should receive the same pay as Europeans up to Rs. 500, and above that two-thirds of the European's pay, provided it does not fall below Rs. 500. Native Civilians should be entitled only to the furlough prescribed for the Uncovenanted Service, provided that if they spend their time in Europe or America they may be entitled to the same furlough as Englishmen. They should not receive the same pension as Englishmen, unless they have spent their probation in England. The society think further that no honorarium should be given for proficiency in the Oriental languages, but that proficiency should be made a condition of promotion. It has been remarked in many quarters that Civilians do not possess opportunities for a sound judicial training before they are appointed District Judges. We therefore suggest that the number of District Judges in the Presidency be reduced by one-half, and ten Assistant Judgeships be created, carrying the salaries of Sub-Collectorships, and that Head Assistants should be appointed to them. The District Judges might be made to do the criminal work of two districts at least by circuit, and a large part of their civil work might be shifted on to the shoulders of the Assistant Judges and the Sub-Judges. The Assistant Judges might at first be invested with the jurisdiction of District Munsifs, and in course of time, with that of Sub-Judges according to their capacity and length of service. We have not worked out our scheme, but we merely offer these suggestions for the consideration of the Commission.

3064. You would make the Head Assistants Assistant Judges?—Yes.

Mr. *Stewart*.

3065. What about the salary of District Judges?—The District Judges would continue to draw the same salaries as now. We wish to make promotion in the Judicial Department

Mr. *Stewart*—cotninued.

parallel with promotion in the Revenue Department.

Sir *Charles Turner.*

3066. Do you propose that any of the appointments you create should be given to Natives ?—If they enter the Covenanted Civil Service.

Sir *Charles Turner*—contd.

3067. Is there anything you wish to add ?—No.

WITNESS XLVII—8th February 1887.

Examination of M. R. Ry. CHANDU MENON AVARGAL, District Munsif, Ottapalam, Malabar.

Sir *Charles Turner.*

3068. What has been your service ?—I entered the service in 1863 as a clerk upon a salary of Rs. 15. I afterwards acted as Sheristadar of the district and head clerk of the district court. Then I was appointed Munsif.

Mr. *Stewart.*

3069. Is the Statutory system appoved ?—The existing system of appointing Natives as Statutory Civilians to posts in the Covenanted Service is, so far as I am aware, not approved by the public. The disapprobation is chiefly owing to the result of the unsatisfactory way in which nominations have been made in this Presidency. The Native public, I believe, do not wish to sacrifice the efficiency of their Civil Service in order that a few Natives of high birth and influence may get highly paid and comfortable situations in the Civil Service. The public, I believe, require that the best available Natives—that is, the best on account of proved merit and ability, should be admitted into the service. Most people doubt whether this has been so in the selections made. Hence I think the unpopularity of the system.

3070. Are the defects of the system susceptible of remedy by an amendment of the Statute or of the rules framed under it, or by both ?—Of course the defects in the system are susceptible of remedy, and, in my opinion, by mere amendments of or additions to the rules already framed under the Statute. Section 6 of the Statute, as at present worded, needs no alteration. Its scope may be materially limited by an amendment of the rules framed under it. It is quite enough if the words "proved merit" are strictly defined by an additional clause. Natives of 'proved merit' should be construed to mean Natives who have served the Government in several offices, either in the revenue or in the judicial branches of the Uncovenanted Service, or who have been practising for a length of time as barristers or vakils of the highest courts of revision and appeal, and who have by the efficient discharge of the duties of either office, and by unexceptionable character, established a reputation for ability and integrity. Such Natives should be considered as Natives of proved merit. A graduate or an under-graduate, merely as such, or a Native youth who happens to be the son of a nobleman or a man of influence, is not, in my opinion, a Native of proved merit and ability. I am not going to suggest that the Covenanted Civil Service should be largely or to any considerable extent recruited from the Uncovenanted Service. To advocate such a policy would be to ask the Government to reduce the status and efficiency of the Civil Service of India. I would however advocate that the Local Governments should be allowed to exercise occasionally a power to reward the best men in the Uncovenanted Service with appointments in the Covenanted Service. I would suggest the percentage of such appointments should never be great. It should be a very limited patronage in the hands of the Government. I would not have at any time more than one-twelfth of the Covenanted appointments in a Presidency officered by Uncovenanted officials. The offices to which I would admit the Uncovenanted men according to their service are the following :—

Mr. *Stewart*—continued.

Mr. *Stewart*—continued.

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M. R. Ry. *Chandu Menon Avargal.*

District Judgeships—By approved Sub-Judges who have served as such for not less than five years, or by successful barristers and vakils of the High Courts of India of not less than ten years' standing.

Sub-Collectorships, Head Assistant Collectorships, or Assistant Collectorships—By approved Deputy Collectors of not less than five years' standing.

Collectorships—By the approved Statutory Sub-Collectors of not less than five years' standing.

To the above extent I would retain the Statutory system and no further.

3071. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I do not know whether there is any dissatisfaction felt by people about the recruitment to the Civil Service. I can find no fault with the system of open competition if Natives, as a fact, did, to any considerable extent, avail themselves of the advantages of the rules, but they do not, and cannot do it at present, and for a long time to come. I am not perhaps enlightened enough to see the desirability of Her Majesty's Covenanted Civil Service being officered entirely by Natives of India. Whatever may be the cause of my not being able to see the desirability of such a state of things, I do assert here, in the interests of my country, that a very large majority of the Civil Servants of India should, for the present and for a long time to come, be Europeans, and any other state of things in the Civil Service at present would be productive of disastrous consequences. I fervently hope that the time may arrive sooner than I expect, when a Native can justly and conscientiously ask you to fill all the highest grades of the Civil Service with Natives, but it has not yet arrived. It is however time to begin an experimental system. I would have one-sixth part of the Civil Service in each Presidency reserved for Natives and no more. I can positively tell you that the way in which you have now left the entire Civil Service for competition by Natives and Europeans alike, has been misconstrued by the people of India. They say that you have in theory left it open, but you have attached rules to the system which are simply prohibitory, so far as Natives are concerned. As already stated, I shall ask you to give Natives a certain proportion of offices in the Civil Service. I want this to be done under the competition system, but you should not place competition beyond the reach of Natives by making conditions which it will be impossible for us to fulfil. Let us practically have the benefits of your rule, and let the difficulties be removed. It is true that now and then a Native youth dares to go to England to compete for the Civil Service, but this is done at a great sacrifice. A combination of causes, such as caste rules, want of means, want of a spirit of enterprise, fear of failure at the first examination, the extraordinary rule as to age, &c., prevent Native youths from going to England. Some of those causes we may remove by modifying the present rules, but there are a few, by no means unimportant, which time alone can remove. A quarter of a century hence you may find the Hindus less caste-ridden than at present, and more enterprising. But it has become necessary to make a beginning as an experimental measure. As for testing intellectual and mental qualifications, I would propose that the same tests be applied both in England and in India. Let there be simultaneous examinations here and in England for admission into the Civil Service, and let the standard of the examination be one and the same. There should be one list of passed candidates both for England and India arranged according to merit. I apprehend no difficulty in holding *vivâ voce* examinations in India. The questions in the *vivâ voce* need not be the same as those put in England. There are, I hope, efficient men in the Covenanted Civil Service and other services who can examine the Indian candidates here, and the English standard of the examination can be maintained in India if the examiners here know what it is expected to be in England. The examinations should be held in India periodically,

Mr. *Stewart*—continued.

as candidates may be required to fill up the proportion. By "periodically" I do not mean any other time than that fixed in England, but there cannot be the same demand for candidates from Natives as there will be from Europeans, and so it will not be necessary to hold it every year in India. But whenever held, it should be simultaneous with the examination held in England. There should be one and the same examination for both Europeans and Natives. I would make it a condition that only graduates of one of the Universities in India be permitted to compete for the Civil Service. The limit of age should be raised to twenty-three. There can be no harm whatever in this. A Native youth of twenty-four or twenty-five years who enters the Civil Service, can serve for about thirty years, and retire when of fifty-five years of age, the age at which Uncovenanted Native servants generally retire. For the present I would not require successful candidates in India, as a condition obligatory, to proceed to England to complete their training. I am of opinion that Natives will, in the company of a large majority of Civil Servants, work very well, and this system will of course remove bad impressions that Natives have regarding the present impracticable system of competition in England. I can formulate no other system for admitting Natives into the Civil Service without imparing the efficiency of that service and without offending the religious and caste prejudices, &c., in India.

As to the place of examination, I think Bombay may be fixed as the examination centre.

3072. Are the young Natives obtained through the channel of the English competition the best as regards character and capacity who could be get under any system?—I am not in a position to give a very satisfactory answer. I knew only one competition-walla. That was the late Mr. Rutnavalu Chetty. I was well acquainted with him. I was the District Munsif of Palghat when he came there as Head Assistant Collector. I used to see him often. He appeared to me to be exactly like an European Civilian in habits, dress, conversation, &c., except of course in colour and personal appearance. He talked to me with as much reserve as some European Civilians do. Never spoke about anything but European affairs and strictly official matters in India. His conversation and manners evidently showed that he very much liked to be thought of by the people as an European and not as a Native. He was considered a very able and upright officer, but there were European Head Assistants before and after him who have, within my knowledge, been equally respected and liked by people.

3073. Why do you confine your promotion to the executive and judicial branches of the Uncovenanted Service?—I did not think there were any other appointments open. I have not thought over that matter.

Sir *Charles Turner.*

3074. Are not appointments made to Deputy Collectorships from the police?—Yes, I have known one or two instances. The only portion of the Statutory Service I would retain would be recruitment to a very limited extent from the Uncovenanted Service.

Mr. *Stewart.*

3075. Why leave out the other branches of the service?—I know nothing of the other branches. I have no objection to include them.

Sir *Charles Turner.*

3076. The Nairs are the caste in Malabar which has principally taken service under Government?—Yes.

3077. Do Brahmans in Malabar seek such employment?—Only the Pattar Brahmans in the Taluk of Palghat.

3078. Is there any considerable number of Puttwa Brahmans?—The Brahmans of Malabar generally are Nambudris, who never take Government service.

3079. The Nairs are largely a landholding class?—Yes; but in South

Sir *Charles Turner*—contd.

Malabar the Nambudris hold most of the land. The Nairs have a considerable area. The Nairs take service under Government, and specially of late years send their sons to school.

3080. Can you tell us whether the same classes hold the revenue offices in Malabar now as filled them under Native rulers?—The tradition is that Nairs were employed as agents of the Rajas. My knowledge is purely traditional.

3081. You propose that gentlemen appointed from the Bar to District Judgeships should be of ten years' standing?—Yes.

3082. Do you know what is the requirement as to standing to qualify a Barrister for appointment to the High Court?—I think it is five years; but I principally refer to Native officials.

3083. Do you think that any successful Native practitioner could be induced to accept a small appointment in the judicial service?—I said a District Judgeship, and the salary ought to be equal to that of a European District Judge.

3084. Do you think you would get successful men to take that salary?—Yes.

3085. They would be men of some age?—Yes, forty to fifty years old.

3086. They could hardly expect to earn a good pension?—I think we would get good men nevertheless.

3087. You are aware of the objection to a system of nomination from the Bar, *viz.* that you would only get men who had not been successful?—Yes, the average income of a successful practitioner is not above Rs. 2,000 a month. In my own Court I would say that successful practitioners get from Rs. 200 to 300.

3088. What would the average income of a pleader be in fair practice in a District Court?—Rs. 300 to 500. My experience is confined to Malabar.

3089. Litigation in Malabar is very prevalent?—Yes. The cases are not very large in value. Vakils are by law paid according to value, but that is altered very much sometimes A rule recently framed by the High Court improved matters as to fees. Most of the litigation is concerning land.

Mr. *Stokes.*

3090. Would you keep the Statutory Service, and also allot one-sixth of the reserved posts to Natives?—I would have one-sixth of the Covenanted Service plus one-twelfth for the Uncovenanted Service.

Sir *Charles Turner.*

3091. You would have one list of candidates?—Yes; in order of merit.

3092. Supposing there were three vacancies?—I say that examinations should not be held each year.

3093. But you might have only three appointments vacant for Natives and six Natives among the successful candidates?—Then I would only appoint three. I would put a restriction on the number.

3094. Supposing there are no Natives in the first forty places?—I would take the first men on the list. I think there would be a sufficient number forthcoming always to assure the proportion passing. The competition would be great.

Mr. *Stokes.*

3095. The great difficulty would be that you might have to reject Natives though they were better than Europeans; that would give dissatisfaction. They would be aware of the system beforehand. It may work better to have a separate system of examination for Natives.

Sir *Charles Turner.*

3096. What do you say to the reduction of appointments held by the Covenanted Civil Service, and competition for those appointments together with the present Statutory appointments and the upper appointments in the Uncovenanted Service in India?—If the examination here be the same, there could be no objection, I think.

3097. Supposing that for all Assistant Collectorships, not required for training the Covenanted Civil Service, and for all Subordinate Judgeships and Munsifis, there be an examination

in India, do you think we should get a sufficient number of men qualified to pass an examination equal in character to that now held in England?—It would be very difficult, I think; in fact, I think it is quite impossible to get so large a number.

3098. What you desire is that for those appointments which would rank parallel with appointments held by the Covenanted Civil Service in England, there should be an examination of a similar standard in India?—Yes.

3099. Should the Uncovenanted Service be recruited only from Natives of India as defined in the Statute, or from all natural-born subjects of Her Majesty?—I think that the Uncovenanted Service in India should be open only to the Natives of India as defined in section 6. This is, in my opinion, desirable not only in the interests of the Natives but also of the Europeans. It is not desirable at present that Europeans should be employed in the grades generally officered by Natives. I have no objection, however, to allowing a small percentage of such appointments to Europeans.

The present system of recruitment is quite sufficient for the requirements of the Uncovenanted Service. There are examinations prescribed for almost every one of the high offices in that service. The standard of these tests may be raised as occasion requires. A rule should be introduced at once that for every appointment in the lower grade of the Uncovenanted Service the emoluments of which exceeded Rs. 30, a graduate should be preferred. If this rule is strictly carried into effect, we shall have, in the course of a few years, a body of very able and experienced Native public servants from whom selections can be made for the higher offices in the service.

3100. Whatever system is adopted should the recruitment for the Uncovenanted Service be made only from persons resident in the territories under the various Local Administrations or with a preference for such residents?—I decidedly object to the principle of provincial recruitment.

The best available Natives should be appointed to a vacant office in the Uncovenanted Service wherever the the vacancy may be. I think it a very retrogade policy at present to lay down a rule that each Administration in India should be bound to employ only men of its own territory. There has been no such rule hitherto, and the non-existence of such a rule has not caused any injury to public interests. In Madras, for instance, no Malayalan has ever been sent as a Subordinate Judge, District Munsif, or Deputy Collector, to a Telugu district, but if a Malayalan learns the Telugu language, and is well conversant with the habits and customs of Telugu people, I do not see any objection to his being sent to a Telugu district as a Judge or Magistrate. We can trust the Local Administrations in these matters as we have done hitherto, and I would of course advocate no change of policy in this respect.

3101. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—There should be no difference whatever in the salaries attached to a European and a Native Civil Service. This is not a question of the cost of European and Native Civil servants in India. It is a question of the dignity of the Civil Service in India. All District Judges and all Collectors should be respected alike. In the opinion of Natives the salary attached to an office is the criterion of the dignity and importance of that office. The status of the Civil Service should not in any way be lowered in the estimation of the people. There should be no difference between a Native District Judge and an European District Judge; the Natives are peculiarly fond of highly paid officers administering the Revenue and Judicial functions among them. The reason of this is not far to seek. To make any reduction in the pay of the Native Civil Servant would be to reduce his status and position in Native estimation, and I shall never advocate such a step.

Sir *Charles Turner*—contd.

3102. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what grounds?—As for leave and furlough rules, I would have the rules prescribed for the Uncovenanted Civil Service applicable to Native Civil Servants. As for pension, I think that may well be allowed at a reduced rate to Native Civilians, and need not be the same as that allowed to European Civil Servants.

Mr. *Stewart.*

3103. You commenced your career as a ministerial officer on low pay?—Yes, Rs. 15.

3104. Did you find experience as a ministerial officer of great use to you?—Yes, of very great use, especially when I was sent out as a Munsif, and had to translate the judgments of the District Judge.

3105. Do you think you would have had the same facility as a Judge if you had started as a pleader?—Yes. I think a pleader has more facilities than a sheristadar. It all depends upon the work the clerk does. The sheristadar has only to look after accounts now.

3106. You would give preference to graduates for all appointments above Rs. 30?—Yes.

3107. In what appointments would he commence?—In the Revenue Department, as an English clerk.

3108. How long would he be there?—That depends upon his talents. I say you should have a service so that men might work their way up through all the grades.

3109. Those who have not taken a degree would lose all chance of promotion?—I propose this as a test.

Sir *Charles Turner.*

3110. From what class of men are Revenue Inspectors selected?—Generally from gomashtas.

Sir *Charles Turner*—contd.

3111. At what age?—In these days, young men get such appointments. Formerly they were reserved for old clerks. Since Mr. Stokes has been in the Revenue Department there has been some improvement. The chief Revenue Inspector now gets Rs. 30, and in some cases they have been promoted.

3112. Do you think we might with propriety have an improved middle school test instead of requiring men to take a B. A. degree?—Yes; that would do very well.

3113. Do you think it would be desirable for Revenue Inspectors to have some training at the Agricultural College?—The Revenue Inspectors ought to be able to value crops. They have to superintend reports as to crops, and should have some sort of agricultural training.

The Hon'ble Mr. *Quinton.*

3114. You say that respect is shown to Native officials in proportion to their pay?—Yes. The respect shown by Natives is affected by the pay they draw.

3115. The Natives among themselves do not respect people according to their wealth?—They do.

3116. Do you mean to say that the respect paid to a wealthy Sudra is equal to that paid to a poor Brahman?—The influence which wealth has is great.

3117. Is it the case that people are respected in proportion to their wealth?—I say that wealthy men will have more influence than a poor man.

Sir *Charles Turner.*

3118. A family which has held wealth for three generations is considered respectable?—Yes, that is so.

3119. I believe that your name was specially mentioned in the last Administration Report of the High Court as having, as far as figures showed, been the most efficient of the Munsifs in this Presidency?—Yes.

Sir *C. Turner.*—I congratulate you on the success of your work.

WITNESS XLVIII—8th February 1887.

Examination of M. R. Ry., C. SURI AIYAR AVARGAL, District Munsif, Chingleput.

Sir *Charles Turner.*

3120. When did you enter the service ?—I entered the service in 1859 on Rs. 10 per month as clerk, and from 1862 till 1870 practised as a pleader. I was appointed Munsif in 1873, and am now in the first grade.

3121. Will you favor us with your views on the subjects under inquiry by this Commission ?—If it is the wish of the Government to give full and complete effect to the great and gracious proclamation of our Sovereign: that "Her subjects of whatever race and creed be freely and impartially admitted to offices in Her service, the duties of which they may be qualified, by their education, ability, and integrity, duly to discharge;"—if the Government are earnest in their profession to admit freely Europeans and Natives alike to the higher branch of the service, I mean the Covenanted Civil Service, let them say so at once without equivocation. Let them not make the conditions of entry to the service impossible for Natives.

Let competitive examinations be held simultaneously in England and in India, the standard and tests of qualifications, mental, moral and physical, being alike for all candidates; let the maximum age be raised to twenty-three years and the selections be made in order of merit. Let there be no distinction in pay, allowance, pension, leave, &c., and let the selected candidates be compelled to go to England for training. This is the best scheme in my opinion. If the Government is not prepared to do this, let them say so plainly. Let them say "We are not willing to treat Europeans and Natives alike. We will apportion to Natives only a certain number of appointments in this branch of the service," and in that case I will propose the following scheme:—That

Sir *Charles Turner*—contd.

there be one Civil Service for the whole of India. I will call it the Indian Civil Service. That the examination be held at one centre, and the selection be made according to merit, irrespective of the Province, &c., to which the candidate belongs. I would give half of the appointments to the Covenanted Civilians and the other half to the Indian Civilians. I would fix the pay of the Indian Civilians at two-thirds of that of the Covenanted Civilians. I would exclude all but Natives from this as well as from the Uncovenanted Service if the first scheme is not approved. I would open the Uncovenanted Service to all natural-born subjects of Her Majesty and apply the Statute as well to them if the first scheme is approved. I would retain the Statute, and I would strictly confine it to persons of "proved merit and ability" in the Uncovenanted Service or in the practice of a profession. I would divide the Uncovenanted Service into two branches, the higher and the lower. The limit of the lower service would be Tahsildars. In the higher service the recruitment should be made (1) by open competition, (2) by nomination, and (3) by promotion from the lower grades of the service; and in the lower service by nomination.

With these remarks I proceed to answer the issues proposed as follows:—The existing Statutory system is not approved, because it does not provide antecedent guarantees of the fitness of the persons appointed thereunder. The system, whatever it may be elsewhere, is quite indefinite in its application in this Presidency; neither the method nor the motives of the appointments have been distinctly understood, though when the special service was constituted the public were

Sir *Charles Turner*—contd.

M. R. Ry. *C. Suri Aiyar Avargal*;

given to understand that the younger sons of noble families possessing the requisite University qualification would be eligible. The test of fitness of Natives for self-government may be considered to rest in the administrative abilities shown by these gentlemen, but the people are unwilling to bear the responsibility of such a test, inasmuch as better men could have been had, if only means had been adopted to secure them. The other grounds of dissatisfaction are the distinctions made in pay, in allowance of leave, pensionary allowances and other things, distinctions which lower the status of the servant and double the consciousness of being simply a creature of Government instead of having gained his way by personal exertions.

The nomination under the Statute should be strictly confined to persons of "proved merit and ability" in the Uncovenanted Service or in the practice of a profession. So far I would maintain the Statute. If the appointments are made as suggested above, there is no necessity to require the persons so appointed to go to England.

3122. Is any dissatisfaction felt with the present system of recruitment for the Covenanted Service?—Yes. Natives are heavily handicapped. It is an admitted fact that facilities for education are far greater and superior in England than in India. Natives suffer under insuperable disadvantages. First there is the age. To have anything like the knowledge necessary to enable a student to enter on the course of study for the Civil Service examination as at present held, he must have taken his degree of Bachelor of Arts. Under present circumstances, it is considered a brilliant achievement to have done this at eighteen. But even granting that one does so at seventeen, there is but one chance obtained, as, if he fails at the first preliminary examination after the two years course (when he will be nineteen) he will be over age for the next. Secondly, the best talent is not always confined to the wealthy families, of whom there are comparatively few. The expenses incidental to a long journey to and subsequent sojourn in a distant country are beyond the means of a man who may be thoroughly able to enjoy a competence while in India, while the Englishman who can certainly afford it better, has his examination held at home, and therefore suffers no disabilities of this sort. Thirdly, even if these two difficulties are got over, his visit to England is but a speculation at best. If through bad luck, illness, or other cause the Native fails, or if though successful, he finds himself so low in the list that all the available appointments are distributed among those above him, he returns a disappointed man, with his resources wasted and under a necessity to begin his life over again in some other way. Fourthly, the least important of all is the religious disability which accrues. This objection is fast losing its force and may not exist some time hence. But it is nevertheless a factor to be considered in the present. To a successful candidate who comes home, with an assured position, it will be his own fault if force is given to this objection. But to an unsuccessful candidate it means a very serious evil, and it is one which all candidates have to face.

The changes required in order to remove these disabilities are—

(1)—holding simultaneous examinations in England and in India;

(2)—raising the maximum age to twenty-three years;

(3)—making the maximum marks awarded to Sanskrit and Arabic equal to those of Latin and Greek.

If simultaneous examinations are held in England and in India, the system of scholarships would be unnecessary.

The examinations should be identical. The examination in India should be held at one centre only; and the candidates should be selected in the order of merit alone. The successful candidates should be required to proceed to England to complete their training.

3123. Are the young Natives obtained under the present system of open competition in England the best as regards character and capacity who

Sir *Charles Turner*—contd.

could be obtained under any system?—Unfortunately there are no facts to base an opinion on. But the single instance of the late Mr. Ruthnavelu Chetty proved that all that could be desired in the way of character and capacity would be found.

3124. How would you recruit the Uncovenanted Service?—The Uncovenanted Service should be open to all natural-born subjects of Her Majesty. The system of recruitment should be as I have already suggested. The range of selection should comprise all those residing under an Administration. If the existing Statutory system is abolished, I would assign the proportion of posts allotted to that Service to the Uncovenanted Service.

I would separate Magisterial from Revenue functions if possible. I would leave the appointment of Magistrates to the High Court.

3125. Are you a Brahman?—Yes, a Smartha Brahman.

3126. Do you think that you represent the opinion of many of your community when you say that the objection to going abroad is fast disappearing?—Yes. After passing an examination there would be perhaps less objection.

3127. You think that the principal objection is really one of means?—That is my impression, and also that of many of my Brahman friends.

3128. Are many Brahman students supported by the contributions of their friends of their own and other castes during the period of education?—I do not know that. Brahmans and boys of other castes are supported by friends and others.

Sir *Charles Turner*—contd.

3129. Do not Brahmans get more support than other castes?—I do not know that.

3130. You do not think that the fact that so large a proportion of Brahman boys avail themselves of tuition in the institutions for higher education is due to the help which they receive from the Native public?—Partly perhaps.

3131. Would not some sympathetic persons be found to assist Brahmans to obtain education and appear at the examination in England also?—I do not think their friends would assist Brahman boys so much as that. In India to give some school fees, or a new cloth is a mere trifle, but I do not think many would be found to bear the whole expense of sending a youth to England and keeping him while there.

3132. Do you think any reduction might be made in the number of European District Judges?—I am not prepared to answer that question at once.

3133. Would you prefer to serve in a district where the District Judge, was a Covenanted Civilian or in a district where the District Judge was an Uncovenanted Native?—I would not care who he was provided he was an honest and upright man.

3134. Do you think the Native judiciary would feel the same confidence under a Native as under a European District Judge?—I think that the confidence they felt would be about the same in both cases provided the Native was a good man.

3135. Have you anything further to suggest?—No.

WITNESS XLIX—8th February 1887.

Examination of MAHOMED AZIM Saheb, B. A., Head Master of the Madrasa-i-Azam, a Native of the Godavery District.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

Mahomed Azim Saheb.

3136. You appear as a voluntary witness?—Yes, and as the delegate of a meeting of Mahomedans assembled at Triplicane, Madras. About twenty-five persons were present, including men of high rank, most of them being Government officials. The president was Dr. Mohiuddin Sherrif. I am now headmaster of the Madrasa, Madras, and was formerly a Deputy Inspector of Mahomedan schools.

3137. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—Not quite, because the principles on which it is based are not well defined. The possession of a B. A. degree should be considered necessary in a candidate. I insist on high education as a qualification. Then I would be satisfied with nomination.

3138. Your system is a high educational test and nomination?—Yes.

3139. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—I would not make it compulsory for selected candidates to go to England; but if any one desires to go to England, he might have leave on full pay.

Mr. *White.*

3140. Would not you promote men of proved ability and merit in the Uncovenanted Service to the Covenanted Service?—Yes.

Sir *Charles Turner.*

3141. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Not that I know of, except as regards age, twenty-three years would be more reasonable.

Sir *Charles Turner*—contd.

3142. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—They have to undergo the heavy expense of a voyage to England.

3143. By what changes may those disadvantages be minimized or removed, *e.g.*—(*a*) by the establishment of scholarships and allowance of passage-money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—By scholarships so as to enable men to go to England. I am against a simultaneous examination in India. It would be against the interests of Mahomedans. I object only on that account.

Mr. *White.*

3144. You say you think Mahomedans would suffer in competition here?—Yes.

3145. You have been in the Educational department for some time, and have had an opportunity of inspecting the whole of the Mahomedan schools in this Presidency?—Yes.

3146. What is your opinion as to the state of education among Mahomedans, making a comparison of ten years?—I can only speak of six years. As far as I have seen, there is not much improvement, especially as compared with the progress of education among Hindus. There is an improvement among Mahomedans, but very little.

Sir *Charles Turner*—contd.

3147. Who was the first Mahomedan graduate of the Madras University? —Mahomed Azim. I am another. Now there are about ten.

3148. You would not, I presume, allow that there is any natural inferiority in the intellect of a Mahomedan to that of a Hindu?—I do not think so, but I think there is apathy. There may be also pride of race, and there is poverty.

3149. Have the Mahomedans sought admission to the public service more largely within the last few years?—As far as I know, they are taking a larger share now.

3150. There are even members of the Carnatic family who have accepted appointments?—Yes.

3151. Do you think it would be wise to appoint Mahomedans to the public service without regard to their attainments and so to take away from them the incentive to exertion by which they are now stimulated? Some witnesses have advocated that as a matter of favor Mahomedans should be employed in the public service, whatever their qualifications.—I am not in favor of that.

3152. Do you think it desirable that in order to enable them to enter the service they should be compelled to educate themselves as Hindus do?—I think it would be very desirable that they should do so.

3153. And that other special facilities for education should be offered them besides those given to them already?—Yes.

3154. Do you think Mahomedan boys work better in school when educated with Hindus or when alone?—I think they work better when educated with Hindu boys.

3155. Does that bring about a better feeling among Hindus and Mahomedans?—I do not think so.

3156. Do they become friendly?—To some extent, but not very much.

Mr. *Nulkar*.

3157. There are ten Mahomedan graduates?—Yes, during the last ten years.

3158. How have they been provided for? What are they doing?—One is in the Revenue Department; one is a Sub-Registrar. They are not all employed in Government service. Six are in that service, I know, but of the other four I cannot speak.

Mr. *Nulkar*—continued.

3159. Are any Mahomedan graduates candidates for service?—Yes.

3160. What would they expect in the the shape of salary?—About Rs. 50.

3161. Is it not a fact that Hindu graduates would accept Rs. 30 or so?—Yes, but Mahomedans expect more.

3162. Why?—I think the mode of life of a Mahomedan is more expensive than that of a Hindu.

3163. The Mahomedans are backward in education?—Yes.

3164. Is there anything, in your opinion, in the power of Government which can be done to accelerate the progress of Mahomedan education?—Greater encouragement might be given by appointing them to the public service; that would, I think, have that result. The provision of suitable employment in the Government service would be a good incentive to education. Also the institution of scholarships for the prosecution of studies for the higher examinations.

3165. Has not anything been done in that way?—Yes, but I would have more.

3166. As regards providing suitable employment, would you lower the tests in their favor?—No.

3167. Do Mahomedans here wish schools to be established for themselves, or are they satisfied to attend schools where others attend?—At present there is a large number of Mahomedans who would wish to have schools for Mahomedans only; but the feeling is greatly diminishing.

3168. You would not recommend the holding an examination in India, because Mahomedans would be at a disadvantage?—Yes.

3169. Do you know that this is an age for competition in all branches of human industry?—Yes.

3170. Well, taking that as a fact, how long would you wait to see the Mahomedans coming abreast of the others?—I cannot fix a period, but perhaps twenty-five years hence they may be on an equal footing with the rest. It may not be fair to others to give special facilities to the members of a particular religious body, but it may

Mr. *Nulkar*—continued.

be expedient. I do not think Mahomedans would work hard enough to catch up the Hindus if special facilities were not given. It may make them despondent and hopeless.

Mr. *White.*

3171. We have several Mahomedan Associations in Madras which were unknown a few years ago. Do you think they have had a beneficial effect upon the minds of the Mahomedan community, showing them the necessity for exerting themselves?—Yes, they have had some effect I think.

3171½. In time they are likely to bring about reform?—Possibly.

Sir *Charles Turner.*

3172. There are different classes of Mahomedans in this Presidency?—Yes.

3173. As to the Mahomedans of Coromandel Coast, have they educated themselves largely?—No.

3174. On the North Coast the Hindu Rajahs apparently educate their children?—The Nawab of Masulipatam is educating his sons, and he has been promised that if his sons succeed in their education they shall be employed by Government. The Nawab of Karnul is also educating his family.

3175. What do you say about education among the Lubbays?—They do not take much to education. They are commercial people. They give their sons a vernacular education. That class does not seek Government employ. I am not much acquainted with the Moplahs.

3176. There is a Government rule requiring that for any appointment above Rs. 20 no man can be appointed without the special sanction of Government unless he has passed the middle school test. Is not it a fact that several Mahomedans have applied to Government to have that test dispensed with in their case?—Yes, and in some cases the application has been granted.

3177. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—Only from Natives of India.

Sir *Charles Turner*—contd.

3178. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the classes of offices?—By both systems. By certain examinations for certain posts, and nominations from a list of those who pass examinations. I would have nomination after examination.

3179. Whatever system be adopted should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—Yes, it should be provincial.

3180. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Yes; to men of proved merit and ability.

3181. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—Yes; there should be some distinction. The present distinction is fair with regard to pay.

3182. Should any distinction be made in the Furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other and what ground?—No; except with regard to what I have said about encouraging young men to go to England.

3183. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—Yes.

3184. Have you anything further to add?—No.

WITNESS L—8th February 1887.

Examination of M. R Ry. S. KRISHNAMA CHARI, B.A., Delegate of the Srirangam Club, Trichinopoly.

Sir *Charles Turner.*

3185. You represent the Srirangam Club in the Trichinopoly district; what is the object of your Club and of what class are its members?—Our Club is formed for the moral, political and mental improvement of the members, residents at Srirangam, Trichinopoly. In the opinion of the Collector it is composed of respectable, well informed gentlemen of the district. There are fifty-one members, thirty of whom were present at the meeting which resolved to send me as a delegate.

3186. Is the present system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Service approved?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is not approved because (*a*) there is no principle in the mode of selection, and (*b*) pure nomination fails to secure the best available men. The Statutory provision should be amended so as to admit of the promotion to the Covenanted Civil Service of men of proved merit and ability in the Uncovenanted Civil Service. In case simultaneous examinations are not held in England and India for the Covenanted Civil Service, the Statutory Civil Service should be retained, and recruitment to this service should be by nomination and competition combined. Candidates seeking admisssion into the service should be M. As. Besides possessing the requisite moral and physical qualifications, they should be required to pass a competitive examination, and the most successful ones should be selected in order of merit. This service should also be recruited from men of merit and ability in the Uncovenanted Civil Service who should have had at least ten years' experience in the service; and also from the Bar. These two last classes need undergo no competitive examination. Statutory Civilians selected after a competitive examination should undergo a probation for one year. The number of posts reserved for the Statutory Civilians should be raised to one-third. The selected candidates should not be required to proceed to England for training nor should they be encouraged to do so.

Sir *Charles Turner*—contd.

3187. Are there many Brahmans in your Club?—Two-thirds of the members are Brahmans. My caste, or the educated portion of it, is in favor of going to England. Of course if they went, they would have to brave the difficulties and doubts that would arise in the caste as to the propriety of going to England.

3188. What would be the result when they returned?—I cannot say. They might be re-admitted into caste after certain ceremonies which would not be very terrible.

3189. What is your profession?—I was a school master for twelve years, and have been practising as a pleader during the past five and a half years.

3190. What is the opinion of the Club as to the present system of recruitment for the Covenanted Civil Service?—As practical difficulties are experienced by Natives in entering the service, dissatisfaction is felt with the existing system. To remove these practical difficulties there should be examinations in England and in India alike for admission into the Civil Service. The examinations should take place simultaneously. There should be only one centre of examination in India. The examinations should be identical in their nature, and the competitors should be chosen according to merit.

Sir *Charles Turner*—contd.

3191. Would you require successful candidates at the Indian examination to proceed to England for training?—Yes, it should be made obligatory on successful candiates in India to proceed to England, there to undergo a special training for at least two years. I would also suggest that the maximum age of candidates for entrance into the Civil Service should be raised to twenty-three; and that equal marks should be assigned to Arabic, Sanskrit, Greek and Latin. The successful candidates should as far as possible be appointed to the Provinces from which they come.

3192. Would you recruit the Uncovenanted Service from Natives of India as described in the Statute Vic. cap. 3, sec. 6, or from all classes of Her Majesty's subjects ?—The Uncovenanted Service should be recruited only from Natives of India as described in the Statute. The recruitment should be partly by competition and partly by nomination. The service may be divided into two branches, the upper and the lower, the former commencing with a salary of Rs. 70 per mensem. The upper branch should be recruited mainly from graduates in Arts. They should undergo a competitive examination and be selected in order of merit. The candidates thus selected should be required to undergo probation for at least one year and to pass a departmental examination at the end of the probationary period. The recruitment to the lower branch should be by nomination. Men of the legal profession need pass no competitive examination for admission into this service. The recruitment should be made by the several Administrations only from persons resident in the territories under such Administrations respectively.

3193. Are successful pleaders willing to enter the public service as Munsifs ?—Yes, even at a sacrifice of income.

Mr. *Ramaswami Mudaliyar.*

3194. What does a successful District Court pleader make at Trichinopoly?—I get from Rs. 350 to 400 per month. I asked the District Judge to recommend me for a Munsifship, and I have been recommended by three Judges.

Sir *Charles Turner.*

3195. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? —If a post reserved for the Covenanted Civil Service should be held by a member of the Statutory or Uncovenanted branch, the latter should be given only three-fourths of the salary of the Covenanted Civil Servant.

Mr. *Stokes.*

3196. What would compensate you for the loss of income which you might incur by taking the appointment of Munsif ?—The hope of being promoted and the pension also.

Sir *Charles Turner.*

3197. What is the general reputation of Munsifs at the present day ? —Very good. They are certainly superior to the former class and enjoy the confidence of the people.

3198. And the Native Magistracy? —My practice is mostly confined to the District Court. I do not take up any but well paid cases before Magistrates, but as far as my experience goes, I am unable to speak so highly of them. They are not so well educated as Munsifs are.

3199. Have you anything further to add ?—No.

WITNESS LI—8th February 1887.

Examination of F. G. FIRTH, Esq., Dewan of the Raja of Sandur; formerly a Tahsildar in the service of Government.

Sir *Charles Turner.*

3200. What experience have you had in the public service?—I entered Government service in 1842 as clerk in the Educational department in the Berars. I remained there eleven years. After that I entered the Revenue department as Head Clerk under Colonel Meadows Taylor. I served there for six years, and then came to Madras as Police Inspector. I was afterwards Tahsildar, and took my pension in 1880. Since that time I have been chairman of the Bellary Municipality, and am now Dewan to the Raja of Sandur, an appointment sanctioned by Government. I am a Eurasian and was born and educated in India.

Mr. *Stokes.*

3201. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—No, it is believed that men of proved merit have not been secured.

3202. Are the defects of the existing system susceptible of remedy—(*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—I would remedy it by abolishing the Statutory Service or throwing it open to competition.

3203. If the Statutory system is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—I would not compel them to go, but would offer them every encouragement to go.

Sir *Charles Turner*—contd.

3204. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, great dissatisfaction, because of the inconveneince that Natives of the country are subjected to by having to go to England to compete. The age is also a cause of dissatisfaction.

3205. By what changes may those disadvantages be minimized or removed, *e.g.* (*a*) by the establishment of scholarships and allowance of passage-money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneous examinations in England and in India?—I would recommend at least that they should be allowed to enter the service up to the age of twenty-one, and if possible, I would have it higher. I would have simultaneous examinations in India and England. They should be identical. I would hold them at four centres. The advantage of this would be that it would be much more convenient for persons attending them.

3206. Would you propose an apportionment of appointments?—There would be an advantage in having persons appointed to their own territories.

3207. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—I would not insist upon candidates going to England. There are difficulties and objections on the part of people of various castes. There is also the question of separation from families. I think the training would be very valuable indeed.

Mr. *Ryland.*

3208. Are these difficulties peculiar to the Natives?—The Eurasians do not suffer the same inconvenience. Of course the expense would be a difficulty with Eurasians, also the leaving their families.

3209. You think that an English training would be a very great advantage?—Yes.

3210. Would it outweigh all these disadvantages?—Yes, if the candidates could afford to go. I would offer strong inducements to go to England, and not make it compulsory. I think the time is approaching when there will be no great objection to go. I would make those who go eligible for higher posts.

3211. What encouragement would you give them?—I would pay their expenses.

Mr. *Stokes.*

3212. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—It should be confined to the Statutory Native as at present.

3213. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The appointments should, in the first instance, be by competition, and subsequently men should be promoted according to proved merit. I would have open competition for the Uncovenanted Civil Service.

3214. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations respectively, or with a preference for such residents?—It should be open to all India.

3215. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Certainly

Mr. *Ryland.*

3216. You think that by this open competition all classes would have some chance of entering Government service?—I think so.

Mr. *Stewart.*

3217. How many years were you a Tahsildar?—Seventeen years.

3218. Before that what experience had you of the work of a Tahsildar?—I was Revenue Head Clerk and Judicial clerk, and had charge of work in connection with Tahsildars.

3219. Do you think the post requires a great deal of departmental training?—I think so.

3220. How many years' training is required in the case of a fairly educated man?—Two years. It would depend greatly on the man himself.

3221. Supposing the proposal was entertained to appoint graduates to the post of Tahsildar, where should they enter the subordinate ranks?—They might enter the Collector's office, or the Tahsildar's office as Sheristadar, or as Revenue Inspector.

3222. How many years' training as Revenue Inspector would you have?—Three or four years.

3223. How many years as a Sheristadar?—Three or four years. He would then have all the knowledge and experience necessary for the post of Tahsildar. He may not have enough influence, and would require a little ballast, perhaps. He should not be a very young man.

3224. What are the special requirements of a young man to be a Tahsildar?—Besides the special requirements as to his official training, he should be a man of firm nerve and general experience of the world, and should possess some tact in dealing with people. Good knowledge of the customs and habits of the people and also of land tenures, would be part of his training.

3225. Would it be any degradation to offer a graduate the office of Revenue Inspector?—No, plenty of them would take up the post.

3226. Would a graduate take an apprenticeship in a Tahsildar's office?—Yes.

Mr. *Stewart*—continued.

3227. Do you think a Tahsildar's influence would be in any way reduced by his being deprived of Magisterial powers?—Perhaps it would. He is a sort of representative of Government in his Taluk; in fact he occupies in his Taluk almost the position of a Collector in the district. The people would think less of him if he had no Magisterial powers.

Sir *Charles Turner*.

3228. You at first said you considered two or three years' training would be sufficient to qualify a fairly educated young man as Tahsildar. You then said that you would have a candidate for a Tahsildar's post put in three years as a Revenue Inspector and three or four years as a Sheristadar. How long would it take to qualify an intelligent man to be a Tahsildar from the time of his entering into the service?—Eight or ten years' experience.

3229. Do you agree with the opinion of Mr. Stokes, Chief Secretary to Government, that graduates are unwilling to undergo so long a probation?—I don't think that they are.

3230. When you speak of the willingness of graduates, do you speak from personal knowledge?—Yes. I speak of my knowledge of graduates who have willingly offered to serve for Rs. 15.

3231. In what post?—A gomastahship in a Collector's office. I know that that man's brother, also a graduate, was willing to take a place on Rs. 15.

Sir *Charles Turner*—contd.

3232. As to Magisterial duties, were you a Tahsildar in this Presidency?—Yes, as well as in the Berars.

3233. Have you had complaints made to you as to the manner in which Tahsildars exercise their Magisterial functions?—Yes.

3234. Are they well founded?—I think they are in a good many instances.

3235. Do you think that the exercise of Magisterial functions is essential to the collection of the Revenue?—I do not think it is essential, but it gives Tahsildars influence in the exercise of their duties.

3236. Have you found that Eurasians labour under any disadvantages in performing the duties of a Tahsildar?—No. They are quite able to do the work if they have the qualifications I have mentioned.

Mr. *Stewart*.

3237. Do you not think the very best Tahsildar is liable to have hundreds of complaints made against him?—I never had a complaint made against me.

3238. I mean a Native Tahsildar?—I don't think he is liable to have complaints made if he is perfectly straight. If a man acquires the reputation of being a thoroughly honest man, complaints are not brought against him.

WITNESS LII—8th February 1887.

Examination of SUFDAR HUSSEIN Saheb, Head Clerk in the Presidency Post Office.

Mr. *Stokes.*

Vol. V. Sec. II. Madras.

Sufdar Hussein Saheb.

3239. How long have you been in Government service?—About twelve years.

3240. Are you a B. A.?—I am a candidate for that degree, but the result of the examination is not yet published.

3241. Have you always been in the Postal Department?—Yes.

3242. Are you the representative of any society here?—A committee of Mahomedans have elected me as their representative before this Commission.

3243. Is the committee you represent the committee of an organized society?—No.

3244. How many persons formed this committee?—About fifteen or twenty.

3245. And did they come to a unanimous conclusion?—Yes, almost unanimous.

Mr. *Ramaswami Mudaliyar.*

3246. I suppose the members of this committee reside in Madras?—Yes.

Mr. *Stokes.*

3247. Are you prepared to give evidence upon the whole of the issues or on particular points?—On some particular points.

3248. Will you be good enough to state your views?—Certainly. The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is not generally approved of. The grounds of disapprobation are the arbitrary selection of the nominees. The provisions of the Statute need not be repealed. The service may be retained with advantage as one occupying a middle position between the Covenanted and Uncovenanted Civil Services. But the rules concerning the nomination of persons to appointments in it should be modified. The nomination should not be entirely by selection, but selection based upon qualifications. The qualifications should be both physical and intellectual. University degrees may be considered a sufficient test of intellectual qualifications. But as the University degrees are not by themselves a sufficient guarantee of capacity for work and of good character, it is further necessary that these men should have passed a portion of their lives either in the Uncovenanted Civil Service or at the local Bar and should have given satisfaction both as regards character and capacity for work. The system of recruitment I would propose is mainly this, (1) that the selection should be made from men already in the Uncovenanted Civil Service or at the local Bar, (2) that these men should have obtained University degrees and should have given proofs of good character and capacity for work. This system as a matter of course dispenses (1) with the limit of age and (2) with the necessity of having a probationary period. The selected candidates need not be required to go to England, but may be induced to do so if they are young, *i. e.*, if below the age of thirty.

Mr. *Stokes*—continued.

3249. Then you would dispense with the present system of nomination to the Statutory Service?—Yes.

3250. Would you not by your system probably exclude Mahomedans altogether?—I do not see that it would do so.

3251. How many Mahomedan B. As. have you available for the Statutory Service now?—About four or five.

Mr. *Stokes*—continued.

3252. Really as many as that?—Yes.

3253. Have there not been only ten Mahomedan B. As. within the last ten years?—Yes, and we have four or five of them here.

Mr. *Ramaswami Mudaliyar.*

3254. There is a Mahomedan gentleman practising here as an attorney in the High Court, is there not?—Yes.

3255. Are there any Mahomedan graduates now filling appointments as Munsifs or Tahsildars?—I am not aware of any.

Mr. *Stokes.*

3256. Will you give us the opinions of your committee on the Covenanted Civil Service?—So far as I am aware, there is no dissatisfaction with the existing system of recruitment for the Covenanted Civil Service. The Natives of India labour under certain disadvantages. (*a*) The first and greatest disadvantage is the very low limit of age. It should be raised from nineteen to twenty-three years. (*b*) The second disadvantage is the long and expensive journey to and costly residence in England. This disadvantage cannot be entirely removed, but may be mitigated to some extent by the establishment of scholarships or the payment of passage money, but not both. (*c*) The absence of Persian from the subjects of examination is a special disadvantage to the Indian Mahomedans. Of the three recognized classics of India, Sanskrit, Arabic and Persian, Mahomedans rarely study Sanskrit. Arabic is studied mostly by those who want to enter religious life, but Persian being the language of the Court and of official correspondence, is read by almost every class of people, even by the Hindus. On the overthrow of the Mahomedan rule both the languages (Arabic and Persian) fell into comparative disuse. Under the present University examination system we find Mahomedan youths of this Presidency have again taken to their old

Mr. *Stokes*—continued.

favorite classic, that is Persian, to the almost entire exclusion of Arabic. So that its absence under any system of examinations in which one or more of a number of languages is left to the option of candidates will be seriously felt as a disadvantage by the Indian Mahomedans. I would therefore strongly recommend the addition of Persian to the list of optional subjects of examination, and allot to it the same number of marks as those of French or German. Arabic and Sanskrit should have their maxima marks raised to a level with those of Latin and Greek. (*d*) A simultaneous examination in England and in India will be the most pernicious thing that can happen to India. India, as it is constituted at present, is not fit to receive such an advantage. First of all the system will flood the Covenanted Service, as the Uncovenanted Service is at present flooded with a particular class of Natives, and this will naturally open the door for party aggrandisement. Till such time therefore as all classes of Natives form one community and look upon each other as children of one great family, the simultaneous examination system would be worse than the present disadvantages which it is proposed to remove. I am aware that certain classes of Natives do not go to England owing to their caste prejudices, but these prejudices are rapidly losing their hold in most parts of India, and it is more than likely that they will lose ground in this part of the country also in a short time. Secondly, the simultaneous examination must either be identical in England and in India or not identical. If identical, the difficulties of protecting examination questions from leaking out will be almost insurmountable. If not identical then the questions set in England and in India cannot always be the same in point of difficulty. A cry of unfairness will year after year be heard either from India or from England or from both. Thirdly, the system of education in India which is just beginning to take the form of a liberal education, will be diverted to education for the Covenanted Civil Service. Every father will

Mr. *Stokes*—continued.

begin to educate his son for the Covenanted Service just as every father is now trying to educate his son for the Uncovenanted Service. The result will be not only greater dissatisfaction but greater misery. For the men whose sole education is for the public service will find themselves unqualified for any profession when they fail to become Civilians, just as young men of the present day whose training is designed only for employment in Government service find themselves unqualified for any other calling when they fail to secure such employment. It is therefore necessary that the technical and professional education now begun in India should be allowed to continue undisturbed for some time yet, and when all classes of people begin to see the advantages of such education, and fully avail themselves of it, there will then be time enough to consider the question of the simultaneous examinations. Fourthly, the race feelings and party prejudices which have split India into so many antagonistic communities necessitate that the administration of the country should be for a long time to come principally in the hands of neutral classes. Englishmen must take a large share in the administration of the country if they wish that no particular class or classes of Indians should enslave all the rest. A simultaneous examination will deprive India of the advantage which I for one should be sorry to lose. For these and similar reasons I think that the facilities I have alluded to will be quite sufficient for the present generation of aspiring Natives. They will give no special advantage to any particular class over another. If classes who can readily pass an examination suffer owing to their caste prejudices against a journey to England, other classes suffer equally by reason of their poverty and their backward state of education. These disadvantages are only for the present. Time and education will remove them shortly, and all classes will find it not only convenient but necessary to spend a few years in England in order that the public at large may benefit by their more enlightened training. I am not in a position to say whether the young Natives obtained under the existing system of open competition in England are the best as regards character and capacity who could be obtained under any system: but at the same time I have no reason to think that they can be otherwise.

Mr. *Stokes*—continued.

Mr. *Ryland.*

3257. Who are the classes that monopolize the appointments in the Uncovenanted Service in these Provinces. And who are most likely to succeed at present?—Brahmans.

Mr. *Stokes.*

3258. Will you kindly give us the views of your committee regarding the Uncovenanted Service?—The Uncovenanted Service should be recruited only from the Natives of India as defined in the Stutute. The scope of the definition need not be enlarged at present but may be extended to include all natural-born subjects of Her Majesty when a sufficient number of Natives has obtained appointments in the Covenanted Service. The recruitment should be both by competition and nomination combined. But the latter should as far as possible be based on the former. The combined system should be applicable to all classes of offices. If the existing Statutory system be abolished, the proportion of offices assigned to that service should be allotted to the Uncovenanted Service.

3259. Would you have a competitive examination for the Uncovenanted Service?—The selection would be entirely in the hands of Government, but at the same time would be based upon certain qualifications as shown by the result of the University or any other examinations.

3260. Do your committee entertain any views regarding the present Pay and Furlough rules?—We have nothing to suggest under that head.

3261. Is there anything else you wish to say?—No.

WITNESS LIII—8th February 1887.

Examination of M. R. Ry. SANKARAN NAYAR, B. A., B. L., Vakil, High Court, Madras.

Sir *Charles Turner.*

3262. You are a Vakil of the High Court in this Presidency, and are a B. A. and B. L. ?—Yes.

3263. I believe you have the largest practice of the Malabar vakils in the High Court ?—I believe so.

3264. Before you joined the High Court did you plead in the District Court of Malabar ?—Yes.

3265. You are a member of Nayar family of Malabar ?—Yes.

3266. What landed estates does your family hold—are they considerable ?—Yes.

3267. In what part of Malabar ?—Palghat, South Malabar.

3268. Is the system of appointing Natives as Statutory Civilians approved of ?—The existing system of appointment is not generally approved for various reasons. Natives selected should be of the highest efficiency, and for this there is no guarantee in this system of selecting young men. Influence with the members of the Government is necessary to secure admission into the service, and there is thus no chance for those who cannot bring themselves under the notice of Government. We feel that it is a disparagement to Natives to admit Europeans by competition and Natives by patronage. One reason generally urged in favor of the existing system is that thereby men of noble families would be able to enter the service, but I think that while high birth—whatever that may mean—may be desirable, the adoption in most respects of Western ideas is more useful to the efficiency of the Native members of the service.

3269. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed ?—The Statutory provisions may be repealed if the Natives of India and of Great Britain can be placed on a footing of equality as regards admission into the Civil Service, but I do not see any very great objection to the retention of the existing system to enable Government to promote men of exceptional merit and ability from the Uncovenanted Service. No person ought to be nominated except on grounds of merit and ability proved in the service of Government or in the practice of a profession.

Sir *Charles Turner*—contd.

3270. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so ?—If young men below the age of twenty-five are selected for admission into the Statutory Civil Service, then the selected candidates should be required to go to England.

Mr. *Stokes.*

3271. Then you would not impose a condition that the person appointed should proceed to England if he is above twenty-five years of age ?—No.

3272. Is any dissatisfaction felt with the present system of recruitment for the Civil Service in England ? What changes would you suggest ?—Great dissatisfaction is naturally felt with the existing system of recruitment for the Covenanted Civil Service as Natives are practically excluded. With regard to age we are obviously placed at a disadvantage. There are dangers attendant on a stay in England at such an early age. There is also the expense to be taken into consideration. These dangers are

Mr. *Stokes*—continued.

Vol. V. Sec. II. Madras.

M. R. Ry. *Sankaran Nayar.*

to be braved and the expenses defrayed for the mere chance of passing the examination. So far as the subjects of examination are concerned, it has to be noticed that the same facilities do not exist here for learning Latin and Greek, and therefore Sanskrit and Arabic ought to have the same number of marks assigned to them as the classical languages. Persian may be added. An Indian boy at seventeen or eighteen must be hopelessly behind his English competitor in all the other subjects of examination which are taught in English. In the present circumstances there is no possibility of a fair competition.

The great question is what change ought to be made in the system.

The Natives in the Covenanted Service should be the very best men you can get, and their European colleagues should be superior and certainly in no way inferior to them. If men, Native or European, high in Government service, exposed to severe and often hostile public criticism, are inferior to those Native gentlemen who will be the leaders in political movements, Government is sure to lose its prestige and its moral influence. The appointment of a European or any Native, to the exclusion of any more competent Native, is therefore a source of political danger. As a general rule those candidates who are selected by competition are likely to prove more successful than others, and if difficulties are created in favor of Europeans, which may have the effect of preventing abler Native competitors from entering the service, their justification is a confession of inferiority or weakness; but I do not doubt the ability of European candidates to hold their own in any competitive examination so devised as to afford a test of capacity in every necessary direction. It is therefore unnecessary to consider whether there is any political danger if the Natives are so superior to the Europeans as to exclude them entirely or in a great part from the Civil Service. I do not think of course that in any event there is any ground for any apprehension so far as the employment of Native agency is concerned. Danger may possibly be apprehended

Mr. *Stokes*—continued.

from their exclusion on such grounds. Holding these views, I think examinations ought to be held simultaneously in England and in India as the best Native talent cannot be procured by examinations held in England; the limit of age should be raised. (twenty-three would be fair). Sanskrit and Arabic or Persian should have the same number of marks as Latin or Greek. Mere fair play also requires that the examination should be held simultaneously in England and in India.

If the stipulation which the Government would make for this concession is that Natives should take up these posts on a smaller pay than Europeans, then I am willing to accept that stipulation.

It follows from what I have said that the examination held in India should be identical with that held in England, and that the candidates should be selected in order of merit. It is not necessary to hold the examination at more than one centre in India.

3273. That is all you have to say on the Covenanted Service?—No; I have more to say on the question of going to England.

3274. Then you would make them go to England?—Yes, the successful candidates ought to be required as a condition obligatory to proceed to England to complete their training. The advantages of English training are too obvious to require any enumeration, and the only argument in favor of not making it obligatory is the hardship that would be felt by those who consider it prohibited by caste rules. Caste prejudice may, for some time stand in the way of High caste Hindus, but considering the position they attain on entering the service, the sacrifice is not too great, and those who will rigidly observe caste rules ought not to be allowed to enter the Covenanted Civil Service. These men ought to go to England at their own expense. This scheme therefore involves no hardship and thus secures limited competition among men of means.

3275. Is that an essential part of your scheme?—I think the Government

Mr. *Stokes*—continued.

ment should not be put to any expense.

The Hon'ble Mr. *Quinton.*

3276. You are aware that in England candidates get an allowance from Government ?—Yes.

3277. Your proposal would not be putting them on an equality with Englishmen, because they have to go to and return from England. They would have to pay their passage money both ways ?—Yes.

Mr. *Ryland.*

3278. How do you remove the existing hardships as to caste prejudices if you compel candidates to go to England after an examination instead of their being compelled to go before the competition ?—I cannot say exactly that my suggestion would remove them entirely, but the fact is this, if you ask a man to go before his examination, just to take his chance of passing the examination, that is one thing, but if you ask him to go there having assured him that he will come out a Civil Servant, after undergoing certain training, of course that is altogether a different matter. I believe there would not be any difficulty in getting a Native to go to England if he is assured of success, but it is a totally different thing to ask him to go before he has passed his examination. If he fails then, the disappointment is very great ; very often a young man loses all confidence in himself by reason of the disappointment, and sometimes his career is blasted.

Mr. *Ramaswami Mudaliyar.*

3279. Among Nairs for instance, do you think there would be any difficulty about going to England ?—So far as the Nairs are concerned, I do not think there would be any difficulty. For instance, a young man has passed the examination this year, he is only seventeen years old or so, and he wants to go to England for the Civil Service examination, but his father, who is the Second Raja of Calicut, will not allow him to go. It is not caste prejudice, but his father's disinclination that stands in his way.

Mr. *Ramaswami Mudaliyar*—contd.

Mr. *Stokes.*

3280. What examination has he passed ?—The F. A.

Sir *Charles Turner.*

3281. I believe you had some intention of visiting England yourself ?—Yes, I had.

3282. Can you tell me whether there is much prejudice against visiting England on the part of other races than the Brahmans in Malabar ?—I really believe there is not much prejudice except on the part of the Brahmans.

3283. What do you think of the Pattar Brahmans ?—I think they must be placed in the same category as other Brahmans.

3284. Do you think they would go if they were assured they were to be Civil Servants ?—If you left it to their option, I do not think they would go.

Mr. *Ramaswami Mudaliyar.*

3285. You say that a man who refuses to go and who observes caste rules, ought not to be admitted to the Covenanted Service ?—Yes, I think so.

3286. Why do you go the length of saying that ?—There are a variety of reasons. A man who comes out as a Civil Servant is sure—we hope so, at any rate—to be a Collector or District Judge, and if he cannot rise superior to his prejudices, he may be influenced in giving appointments. I do not say he will slightly favor his own caste alone, but the probability is that he will lean towards his own caste.

Sir *Charles Turner.*

3287. In Malabar has education created some discontent with the ancient caste rules of the Nairs ?—Yes, it has created a good deal of discontent.

Sir *Charles Turner*—contd.

3288. In the matter of marriage for instance?—Yes, it has. I believe almost all the young men want reform.

3289. And in the matter of inheritance?—Yes. Many of the old men want to preserve the ancient law, but many of the young men want to change the law of inheritance.

3290. The Nairs, we hear, have taken very largely to education?—Not only the Nairs but the castes who are inferior to them also.

3291. I believe the Nairs were formerly a military caste?—Yes.

3292. And I believe you and another Nair gentleman applied to enroll yourselves in the Volunteer Guard of this Presidency?—Yes, but unfortunately we were refused admission.

3293. You offered your services during the apprehension of trouble on the north-west frontier?—It was at that time we offered our services.

3294. If a Volunteer Corps were formed at Calicut, I believe a large number of Nairs would join it?—I believe so.

Mr. *White.*

3295. There was no objection on the part of the men of the Battery or the Commanding Officers?—None whatever.

Mr. *Stokes.*

3296. Will you let as have your views on the Uncovenanted Service?—If the Civil Service is really thrown open to Natives as suggested, then the Uncovenanted Service may be thrown open to all natural-born subjects of Her Majesty, but otherwise the Uncovenanted Service should be recruited only from Natives of India as described in Statute 33, Vic cap. 3, sec. 6. If the Government are against throwing open the Civil Service, then I would suggest a separation of the Judicial entirely from the Revenue department, and that all offices below that of a Collector with all the offices in the Judicial department be allotted to the Uncovenanted Service. The Judicial appointments should be filled only by men who have received a legal training, and only Munsifs and Subordinate Judges who would in future be men who have received such a training should be eligible for promotion to the post of a District Judge. Though I have allotted the Judicial department and all offices below that of a Collector to the Uncovenanted Civil Service, I would leave it in the power of the Government to appoint any Covenanted Civil Servant to any of the offices below that of a Collector thus allotted, and I would also enable the Government to appoint a Civilian who is a Barrister-at-law to the post of a District Judge.

Mr. *Stokes*—continued.

Sir *Charles Turner.*

3297. What class of pleaders accept appointments as District Munsifs in the Malabar Courts; are they men who have considerable practice?—Not the High Court vakils who have considerable practice. Those who practice in the District Courts. There is one High Court pleader practising in the District Courts, having considerable practice, and he will not accept an appointment as Munsif, but I believe generally those who have a good practice are willing to join the Bench.

3298. Have not two pleaders who had a considerable practice recently joined the Bench?—Yes, but not the largest practice. They had a fair share of the practice.

3299. Yesterday we heard from the editor of the *Hindu* that recent appointments as Munsifs were considered unsatisfactory. What do you think about the Munsifs in this Presidency?—I have not had very great experience of them except in the Malabar Courts, but I consider them very satisfactory.

3300. They possess the confidence of the people?—Yes.

3301. Do you think it desirable to make any change in the system now obtaining for the appointment of Munsifs?—The present system has worked well.

Mr. *Ramaswami Mudaliyar.*

3302. With regard to Tahsildars—are the present officers the best you

Mr. *Ramaswami Mudaliyar*—contd.

could get under any system?—Here too, I must confine myself to Malabar, and they are not considered generally satisfactory.

3303. Are they educated men? Do they know English?—Amongst the Tahsildars there are some who know English, but they are not what we call educated.

Mr. *Ramaswami Mudaliyar*—contd.

3304. Are there any graduates amongst them?—None amongst the Malabar Tahsildars.

Sir *Charles Turner.*

3305. Do you wish to offer any remarks on any other points?—I have no further observations to offer.

WITNESS LIV—9th February 1887.

Examination of M. R. Ry. S. GOPALSWAMI MUDALIYAR AVARGAL, Mittadar of Pullapatti, Salem District.

Vol. V. Sec. II, Madras.

M. R. Ry. *S. Gopalswami Mudaliyar Avargal.*

Sir *Charles Turner.*

3306. You are a mittadar of Pullapatti in the Salem district, and were formerly in the Government service in the Revenue Department. In what capacity did you enter the service?—I entered the service as a clerk in the Collector's Office on Rs. 15, and was nearly five years in that position. I then became a gomashta in the Vernacular Department, and after that was promoted to be cash-keeper, and subsequently Tahsildar. I was nearly seven years a Tahsildar, and then retired on a pension.

3307. How long was your total service?—Nearly twenty-three years.

3308. The position of a mittadar is much the same as that of a zemindar in the North-West, is it not?—There is a slight difference between the two, *viz.*, that a less percentage of the annual collections is left to the mittadar.

3309. Are mittadaris permanently settled?—Yes.

Mr. *Stewart.*

3310. Do the mittadars get the benefit of new cultivation?—Yes.

Sir *Charles Turner.*

3311. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If not, what are the grounds of disapprobation?—It is not approved, because the mode of selection being by nomination, it gives room for inefficient persons to enter the service through the influence of high officials.

3312. Are the defects of the existing system susceptible of remedy?—

Sir *Charles Turner*—contd.

I am for abolishing this service altogether, but provision should be made for promoting into the higher ranks of the Covenanted Service men who have distinguished themselves by their ability and honesty in the Uncovenanted Service or at the Bar.

3313. Salem adjoins Mysore?—Yes.

3314. Have you any objection to giving Government power to appoint Natives of Mysore as Statutory Civilians if they have served Government before?—None.

3315. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes.

3316. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—They have to go to England at an early age to pass the examination, and there is no certainty that they will succeed.

3317. By what changes may those disadvantages be minimized or removed?—By the establishment of scholarships and allowance of passage money to Native candidates and by altering the limit of age to twenty-three. The marks assigned for Sanskrit and Arabic should be the same as for Latin. There should be a simultaneous examination in England and India.

3318. If an examination is held in India, should it be identical with that held in England?—Yes, it should be identical.

3319. Should it be held at one or more centres in India?—It should be held at Bombay.

3320. Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the res-

Sir *Charles Turner*—contd.

pective examinations?—The successful candidates should be arranged according to order of merit in one list.

3321. If an examination is held in India, should the succesful candidates be required, as a condition obligatory, to proceed to England to complete their training?—The successful candidates should be required to proceed to England to complete their training.

3322. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—Selections for the Uncovenanted Service should be made from Natives of India as defined in the Statute, excepting for those appointments of the service which require special training.

3323. Should the recruitment be by competition or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the systems be varied with the class of office?—There should be one general examination for all who wish to enter the Uncovenanted Service to ascertain their general educational qualifications, and there may be another examination according to the requirements of the departments in which the passed candidates elect to serve.

3324. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—The recruitment should be confined to the several Administrations including the Native States that are under their political control.

3325. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Yes.

3326. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches?—There may be a distinction in the salaries; say one-fourth less in the case of Statutory and Uncovenanted men.

Sir *Charles Turner*—contd.

3327. If such distinction should be made, on what principle should it be regulated?—The financial condition of the country renders it necessary to introduce economy.

3328. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground? Are the privileges in regard to pay, promotion and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under the Statutory Rules?—The present rules seem to work well.

Mr. *Stewart.*

3329. What educational test would you consider necessary for a Tahsildarship?—The candidate should have taken the B. A. and B. L. degrees.

Sir *Charles Turner.*

3330. Is not that a high degree?—Not if the Tahsildar is to be permitted to attain to the grade of Deputy Collector.

3331. Were you appointed under the present system?—I was appointed at a time when candidates were not required to pass any examination.

3332. What income do you derive from your mittadari?—Rs. 3,000 annually.

3333. Were you in possession of your mittah when you were originally appointed to the service?—Yes, it had been acquired by my grandfather, who held the office of manager in the Commission Department of the East India Company.

3334. And you say that when you entered the service you were already in possession of an estate yielding Rs. 3,000 annually?—It was then yielding Rs. 10,000 annually, but on a subsequent partition of the family property, I received my share, which amounted to Rs. 3,000 annually.

Sir *Charles Turner*—contd.

3335. When you first took office under Government, were you manager of the family property ?—Yes.

3336. Are there, do you think, many gentlemen in the enjoyment of estates like yours, who would be willing to accept appointments in the Uncovenanted Service ?—Yes, there are many who would.

3337. And who would be content to serve an apprenticeship for some years in a lower grade ?—It will generally be found convenient that a man should serve an apprenticeship before he attains a higher post.

3338. What post would you offer a B. A. or B. L. as a first appointment?—You would have to appoint him as Tahsildar, you could not offer him anything less.

3339. Why not, if he agrees to accept it ?—Because unless he got a good salary he would lose his character.

3340. Do not apprentices often serve without any pay at all ?—Yes, but they are useless as a rule.

Sir *Charles Turner*—contd.

Mr. *Stewart.*

3341. When you were in the service, how long did it take a man generally to become a Tahsildar ?—There was no general rule. It took on the average nearly twenty-five years.

3342. Would you approve of any system of appointing young men as Tahsildars ?—No, they should not be under thirty years of age.

3343. Does not a man take his B. A. or B. L. as a rule at about 25 ? —I would require them to have served for five years in the lower grade before appointing them Tahsildars.

3344. You think a Tahsildar ought to be a man of ripe and mature judgment ?—Yes.

Sir *Charles Turner.*

3345. Have you anything further to add ?—No.

WITNESS LV—9th February 1887.

Examination of M. R. Ry. S. DEVANAYAGA MUDALIYAR AVARGAL, Rao Bahadur, Chairman, Municipal Commission, Cuddalore.

Mr. *Stewart.*

3346. You come from Cuddalore and are Chairman of the Municipal Commission of that district?—Yes.

3347. Have you ever been in Government employ?—No.

3348. What is your occupation?—I am a landed proprietor under the ryotwari system. I pay about Rs. 2,000 annually for my occupancy right.

3349. What is your opinion of the system of appointing Natives of India as Statutory Civilians to posts reserved for the Covenanted Service?—The general feeling with regard to the Statutory Civil Service is one of dissatisfaction. It exists not only among the educated class, but generally among all sections of the community. The feeling is due to the following causes:—(1) The system, as it is, denies to the Natives of India a fair share in the administration of the country. (2) It does not secure the best men available, as, under the pretence of high birth and social position, men of influence, though of moderate ability, find their way into the service.

The objection seems to be both against the Statute and the rules. The Statute creates a distinction between this and the Covenanted Service; and the rules, by empowering the Government to nominate persons without an opportunity to test their abilities, give room to influence and favoritism being brought into play. The public is in favor of a general service where all its members will be treated on terms of equality. This cannot be secured unless the Statute is repealed.

Section 6 is explicit enough with reference to the meaning of the words "Natives of India," and I think it hardly requires any alteration. If the Statutory Service is retained, the present system of recruitment should be given up, and the more equitable mode of selection by competition should be substituted. The Statutory Civilians are regarded as holding a position inferior to those who enter by the competitive channel, and their status is not likely to be improved by their proceeding to England, so long as the present system of nomination is kept up. To hold a separate competitive examination for the purpose is found objectionable; the candidate who secures the highest position in the B. A. degree examination or any other examination of equal or greater importance may be nominated and sent to England for training.

Mr. *Stewart*—continued.

3350. Would you extend the definition of Natives of India so as to include subjects of Native States like Mysore?—Yes.

Mr. *Stokes.*

3351. Would you take people from Pondicherry?—I have no objection to include people from Pondicherry. I think such people are already admissible if they have taken out a certificate of naturalization and have resided for three years in British territory.

Mr. *Nulkar.*

3352. Do you say you would admit French subjects to the service of the British Government?—So far as they are Hindus, I would.

3353. Would there not be political objections to doing so?—We are already getting men from Pondicherry as Tahsildars and in lower grades of the service. Cuddalore is fourteen miles from Pondicherry and contiguous to Pondicherry.

Mr. *Ramaswami Mudaliyar.*

3354. Would you not make provision for promoting Uncovenanted men of distinguished service to the Statutory Service?—No, because I think such a provision would be open to the same objection that is brought against the present system of appointment.

Mr. *Stewart.*

3355. Is any dissatisfaction felt with the existing system of recruitment for the Covevanted Civil Service?—I have not heard of any dissatisfaction felt with regard to the system of recruiting for the Covenanted Service, except that it practically shuts the door against Natives, and that the low limit of age introduces into the service inexperienced youths. The latter evil may be minimized by raising the limit of age to twenty-three.

Natives of India in general labour under the great disadvantage of caste and religion, and the few who hold advanced views are deterred from going to England by reason of the expense they will have to incur and the probable risk of failure. These disadvantages will be removed by holding simultaneous examinations of an identical nature both in India and England. I have no suggestion to make as regards the subjects of examination or marks assigned except to state that equal importance must be given to Sanskrit and Arabic as to other classical languages. It is very desirable that candidates should know more of Oriental languages in administering an Oriental country like that of India. Granting an examination in India, it will be enough if it is held at one centre. The successful candidates, both in England and in India, should be arranged in one list in order of merit. Having placed all candidates competing on an equal footing and having given them equal facilities, there seems to be no necessity for apportioning the appointments. No doubt some of the backward sections of the community will be left behind in the race, but the difference will be adjusted in the course of a few years by the progress of education. The Government may give scholarships and special grants as an encouragement to such of the races as are backward.

Mr. *Stewart*—continued.

I advocate the proposal of making a training in England after the competition compulsory, as it will give an opportunity to the Natives to move on a footing of equality with the ruling race and to learn something of the institutions of British freedom and liberty. With a certainty of getting the appointment, many of the objections to proceed to England will vanish.

3356. Do you advocate that the selected candidates at the Indian examination should be compelled to go to England for training?—Yes.

3357. Would not that have the effect of debarring members of certain castes from competing?—It might for a time, but it is not likely that it would have that effect for any considerable length of time.

3358. You think caste prejudices will altogether disappear in time?—Yes, among those who are certain of their appointments.

The Hon'ble Mr. *Quinton.*

3359. Might not the condition have the effect of excluding the most promising men?—I do not think so.

Mr. *Stewart.*

3360. How would you recruit the Uncovenanted Service? From Natives of India only or from all natural-born subjects of Her Majesty?—"Natives of India," as defined in section 6, is wide enough for recruiting for the Uncovenanted Service. The recruitment should be by the combined system of examination and nomination, and every facility should be given for the entertainment of educated men in larger numbers than at present. The combined system of competition and nomination should be adopted for all appointments in the higher grades of the service including those of Sub-Magistrates and District Munsifs, and that of nomination for all subordinate and ministerial offices.

Mr. *Stewart*—continued.

If the Statutory Service is abolished and the competitive examination is held in India, as suggested, then no consideration need be shown to the Uncovenanted Service. But if the Statutory Service is abolished, without opening the door of competition to the Natives of India, then one-third of the appointments now assigned to the Covenanted Service should be allotted to the Uncovenanted Service.

Having given equal facilities to both English and Indian candidates to compete, and having placed them on an equal footing, there should be no distinction as regards their remuneration and other privileges.

Sir *Charles Turner.*

3361. You say with regard to the Uncovenanted Service that the recruitment should be by a combination of nomination and examination; would you apply that system to the lower grades of the Uncovenanted Service as well as to the higher?—No; I would have only nomination for the lower grades with a certain educational qualification.

3362. What educational qualification would you have for your Tahsildars?—I would include Tahsildars in the higher grade of the service; but I would consider a man who has passed the F. A. or B. A. examination and departmental test also sufficiently qualified to be appointed Tahsildar.

3363. Have you been a Tahsildar yourself?—No. I was never in Government service.

Sir *Charles Turner*—contd.

3364. You are Chairman of the Municipality of Cuddalore?—Yes.

3365. Is Cuddalore a newly constituted municipality?—No; it was constituted some twenty years ago.

3366. How long has it had a non-official Chairman?—I am the first non-official Chairman.

3367. How is the municipality working?—Quite satisfactorily.

3368. Is the administration more or less costly than it was?—It is less costly.

3369. In what respect?—Not so much money is spent on sanitary arrangements.

3370. Have you heard it complained that sufficient money is not spent on sanitary arrangements?—Nothing of the kind; even the Sanitary Commissioners have reported favorably upon it.

3371. Of how many members does your council consist?—Twenty.

3372. Do they all attend the meetings and take an interest in the work of the municipality?—Most of them do.

3373. Does a substantial number of them attend?—Yes.

3374. Do any of them inspect the town?—There is a separate district assigned to each member for inspection, and he inspects it.

3375. Is there any other point on which you have evidence to offer?—No.

WITNESS LVI —9th February 1887.

Examination of C. HALL, Esq., Chief Superintendent, Accountant-General's Office, Fort St. George.

Vol. V. Sec. II. Madras.

C. Hall, Esq.

Mr. *Stokes.*

3376. You are Chief Superintendent in the Accountant-General's Office here?—Yes.

3377. How long have you been in Government service?—Nearly forty years. I entered the service on Rs. fourteen.

Sir *Charles Turner.*

3378. Were you born in this country?—Yes; my father was an European.

3379. Are you a European British subject within the meaning of that term as defined in the Criminal Code?—Yes.

Mr. *Stokes.*

3380. As you say you entered the service on Rs. 14, I suppose you rose to your present post through the different grades?—Yes; my experience has only been acquired in the Accountant-General's Office. I am now drawing Rs. 552.

3381. Have you considered the system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Service?—To a very small extent.

3382. Can you say whether the system is approved or not?—So far as the nominations that have been made in this Presidency are concerned, it does not appear to be generally approved.

3383. What are the grounds of disapprobation?—The men appointed were not men of proved merit and ability.

3384. How do you propose to remedy this?—I have not considered that question.

3385. If the present system is retained, would you have the young men selected sent to England for training?—I think they should be.

Mr. *Stokes*—continued.

3386. But you would prefer that the service should be recruited from tried men in the Uncovenanted Service?—Yes.

Mr. *White.*

3387. Have you not served for a long time in the Financial Department?—Yes, I have only served in that department.

3388. Have you been promoted to any of the higher offices in that department?—Yes, I now hold a gazetted appointment.

3389. Has there been free promotion of non-domiciled Europeans into those higher appointments?—There has.

3390. I think your work has been frequently recognised by the Financial officers?—That is how I obtained my present post.

3391. Is there any possible chance of your rising to the higher service?—No.

3392. Can you say whether there is any prejudice against promoting Eurasians to the higher offices?—I have nothing to inform me but hearsay. Some people think they are debarred from promotion because they are Eurasians. There is no rule which debars them that I know of.

3393. But in practice has it been the case?—They have not risen, but I am unable to say why.

Mr. *Stokes.*

3394. Have you considered whether any dissatisfaction is felt with the present system of recruitment for the Covenanted Service?—No, except that

Mr. *Stokes*—continued.

I think the men who go from India to compete are under a disadvantage owing to the present age limit. I would have the age raised to twenty-two but no higher.

3395. Are you in favor of a simultaneous examination being held in India?—No.

3396. Why not?—Because I think it is far better both for candidate himself and the efficiency of the service that he should have undergone an English training, and also because there might be practical difficulties in the way connected with the question papers.

3397. Would you recruit the Uncovenanted Service from all natural-born subjects of Her Majesty, or only from Natives of India?—From all natural-born subjects of Her Majesty.

3398. Would you recruit by competition or nomination, or by both systems combined?—By both combined, provided the nominations wore only a small percentage, and that in all cases the nominees were compelled to undergo a period of training, and to pass the examination of their department before being confirmed.

3399. Would you limit the age for passing these tests?—I would have the ordinary time, that is, twelve months.

3400. How would you combine nomination and competition?—I would have the men nominated in some cases and submit to examination subsequently; but in cases of promotion for long service, I would not require any further qualification from the candidate than that he had matriculated.

3401. Would you have your recruitment confined within the limits of each Presidency?—I would have no hard-and-fast rule to that effect, but would give preference to the residents of the Presidency.

3403. If the Statutory Service is abolished, what would you do with the posts at present alloted to that service?—I would transfer them to the Uncovenanted service as the only prizes they have to look forward to.

3403. Prizes however which they hadn o reason to expect when they entered the service, is it not?—Yes, but still they would act as a stimulus to their energies.

Mr. *Stewart.*

3404. You say you have worked your way through all the grades in the Accountant-General's Office?—Yes, at the General Treasury and in the Accountant-General's Office.

3405. Are there at present any posts in the Accountant-General's Office which are in any way reserved for graduates at the University?—Graduates of the University are registered for vacancies as they occur, and they are sent for in the order of registration.

3406. Then preference is given to graduates, is it so?—Yes, except in peculiar cases. For instance, where an old servant retires, the Accountant-General will consider the case of his son if the latter has matriculated.

3407. On what salary do you get graduates to enter your department?—We find them willing to enter on Rs. 25, or even less.

3408. How long will they stay on less than twenty-five rupees a month?—If they show merit, the officers in charge of the department brings it to the notice of the Accountant-General. It is to the interest of the higher officers to have intelligent men under them so that their own burdens may be lighter.

3409. How many graduates have you now in the Accountant-General's Office?—I think twenty.

3410. How many non-graduates?—I think140, including F. A. and matriculated men.

3411. Do you find the graduates show a peculiar aptitude for the work?—Yes, I think as a rule, they are better than the F. A. men, but some of them are failures.

Sir *Charles Turner.*

3412. Have you served in the offices of the Accountants-General of other Presidencies?—No.

Mr. *Stokes.*

3413. Do you think the present system of appointing B. As. is on the

Mr. *Stokes*—continued.

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whole an improvement on the old one?—I think it is.

3414. Is there any distinct improvement?—Sometimes it happens that an East Indian lad, if he has matriculated, is a better writer of English, though he may not be a better accountant.

3415. Have you any views on the subject of pay, pension and furlough?—Not any special views.

3416. As a matter of fact, do men in the Uncovenanted Service generally take their full allowance of furlough?—Not so far as I have been able to see.

3417. Do you think it would be advisable to enable Government to

Mr. *Stokes*—continued.

grant pensions at an earlier age than it is authorized to do by the present rules?—I think the existing rules are sufficiently satisfactory.

3418. Have you never met with cases in which you considered it desirable that men should be permitted to retire on something less than a full pension instead of being kept on merely that he may entitle himself to a full pension?—We have never had such cases in our office. I think it would be an advantage, if the public purse could afford it, that a man should get a rateable pension.

3419. Is there any other point on which you have evidence to offer?—No.

WITNESS LVII—9th February 1887.

Examination of V. P. D'Rozario, Esq, Subordinate Judge, Palghat, Malabar District, Madras Presidency.

Sir *Charles Turner.*

3420. You are a first grade Subordinate Judge at Palghat?—Yes.

3421. In what capacity did you enter the Government service and in what year?—As a clerk in the office of the Collector of Malabar in 1858.

3422. On what salary?—On Rs. 50 acting allowance, and subsequently on Rs. 17½ more when I was placed on a permanent footing.

3423. Your family has been long settled in Malabar, I believe?—Yes.

3424. How long did you serve in the Collector's office?—Four years. I was eighteen when I entered the office.

3425. And where did you go when you left the Collector's office?—I was appointed head clerk in the Small Cause Court on Rs. 100. Two years afterwards, in 1864 I was appointed Munsif. I was eleven years a Munsif. I was appointed to my present post in 1884. I am receiving a salary of Rs. 800 per mensem.

Mr. *Stokes.*

3426. Can you say whether the system of appointing Natives as Statutory Civilians to posts reserved for Covenanted Officers is viewed with satisfaction by the people of your district?—It is not viewed with satisfaction.

3427. In what respect is it considered to be deficient?—The nominations made have not given satisfaction hitherto.

3428. What change in the system do you advocate?—I would suggest that the service be in future recruited from members of the Uncovenanted Service of proved merit and ability.

3429. Only from them?—And also from members of the legal profession.

3430. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Service?—Yes, as regards the age limits.

Mr. *Stokes*—continued.

3431. What is the highest limit of age you would fix?—Twenty-two.

3432. Is it not at that age generally that men take their degrees in this country?—No, they take their degrees when they are a little over twenty-one.

3433. Do Natives labour under any other disadvantages in competing for the Covenanted Service?—There are caste prejudices amongst the higher Brahmans against going to England.

3434. Are you in favor of holding a simultaneous examination in India in order to meet the objection?—No, I am opposed to it.

3435. Why?—Because I think it would result in the preponderance of certain classes in the service.

3436. What classes do you think would preponderate?—Brahmans in this Presidency.

3437. And that you consider undesirable?—Yes.

3438. Is that your only objection to the examination being held in India?—No, I think you would get better men by having the examination confined to England. I mean better trained men.

3439. But if an examination is held in India, would you require the selected candidates to proceed to England for training?—Yes.

Mr. *Ramaswami Mudaliyar.*

3440. If you had this condition attached that the selected candidates should be trained in England, would there still be reason to fear this preponderance of a particular class?—Not to the same extent.

The Hon'ble Mr. *Quinton.*

3441. Do you think that the condition would have the effect of exclud-

The Hon'ble Mr. *Quinton*—contd.

ing Brahmans from the competition?—I think that once having made sure of their appointment by competition in India, their scruples would be overcome.

3442. Then how would this preponderence be less?—Because only a few men would go to England.

Sir *Charles Turner.*

3443. You have lived in Palghat for some years?—Yes.

3444. And I believe that in that part of Malabar the Brahmans are for the most part Pattars?—Yes.

3445. Can you say whether these Pattars have relaxed any of their caste rules of late years?—Not that I am aware of.

3446. Have they taken to education very much?—Yes. The majority of our graduates are Pattars. They are the same class of Brahmans as are to be found in Southern India outside Malabar.

3447. Have you observed any relaxation of the caste rules as regards eating and drinking and associating with men of other castes?—Not generally.

Mr. *Stokes.*

3448. Would you recruit the Uncovenanted Service only from Statutory Natives or from all natural-born subjects of Her Majesty?—From all.

3449. Would you recruit by competition or by nomination or by both systems combined?—By both combined.

3450. How would you combine them?—The candidates would first pass an examination for subsequent selection by the heads of offices without respect to the place they held in the examination. That is if twenty men passed I would select the best five out of that number, but not necessarily the first five. If I had five posts to be filled and forty or fifty men passed the examination creditably, I would select five from the first twenty.

Mr. *Ramaswami Mudaliyar.*

3451. Would you have some sort of minimum qualification?—Yes.

Mr. *Stokes.*

3452. Would you limit the recruitment to the Presideney?—To a limited extent I would recruit from other Provinces also.

3453. If the Statutory Service is abolished what would you do with the posts at present allotted to that Service?—I would transfer them to the Uncovenanted Service.

Mr. *Ramaswami Mudaliyar.*

3454. Would you alter the present system of recruitment for Subordinate Judges and Munsifs?—At present the system is to appoint men who have passed the special test and members of the Bar.

3455. Does that system give us good men?—Yes. We have men from the Bar and graduates and also the higher administrative servants such as Sheristadars and Head Clerks to select from.

3456. Would you recruit the Judicial Service by competition?—I would have a special test.

3457. You have been all your life in Malabar?—Yes.

3458. Are you quite satisfied with your class of Tashildars?—We have a respectable set of men now, very different from what they were a few years ago. We have men of the old school also, but the tone of the service has generally improved.

3459. Is it advisable that men who are appointed Tahsildars and Deputy Collectors should have begun life as clerks?—I think they should have had some training in the Revenue department, but not necessarily have begun at the bottom of the service.

3460. Would the system of competition and nomination you advocate, be for Tahsildars or for some lower posts?—They should, after passing the test I propose, be first appointed as Sheristadars, and Tahsildars would be selected from those Sheristadars who had distinguished themselves.

3461. Would you have competition for Deputy Collectorships or promote Tahsildars to that office?—I would have competition and promotion.

3462. Competition among whom?—Among graduates.

Mr. *Ramaswami Mudaliyar*—contd.

3463. And would you appoint them at once to Deputy Collectorships?—I should like them to have undergone previous training.

3464. In what post?—As Head Clerk or Sheristadar in the Collector's office.

Mr. *Stewart.*

3465. Is it in your opinion advisable to deprive Tahsildars of their Magisterial functions altogether?—I think it advisable to do so.

3466. Would it lessen the Tahsildar's influence in the Taluk?—It might to some extent.

3467. How would it do to hand over the Magisterial duties to Subordinate Judges and Munsifs?—I would not advocate that.

3468. Why not?—Because Munsifs and Subordinate Judges have already enough to do.

3469. But suppose you appointed a larger number of them?—In that case I should not object but I should prefer a separate body for Magisterial work.

Mr. *Stokes.*

3470. Would there be some difficulty if the Munsif was subordinate to both the District Judge and the District Magistrate?—Yes.

Sir *Charles Turner.*

3471. Why do you think it desirable that there should be a separate body for Magisterial work?—So as not to interfere with civil work. A man performs his civil duties more efficiently if he has only civil work to do.

Sir *Charles Turner*—contd.

3472. It has been suggested that District Judgeships should be given to Subordinate Judges. Supposing you placed a Native Subordinate Judge in a District Court, what training would you give him to fit him to discharge the criminal functions of a District Court?—At present he would have had no training whatever. It is very difficult to say how we could secure that training.

3473. You think great inconvenience would be caused in the administration of civil justice if the Native Subordinate Judge and Munsif were given criminal jurisdiction?—I think so.

3474. Inconvenience to the public?—Yes, and to the Judges as well.

3475. Have the Judges in Malabar Small Cause Court powers?—Yes; up to Rs. 500.

3476. Do you try Small Cause Court cases on particular days, or every day?—I set apart certain days in the week for such cases.

3477. And I suppose criminal justice is of a nature that you could not have it only on certain days, but you would have to take it any day?—Yes, as soon as it arose.

3478. And that would interfere with your civil work?—Yes.

3479. Cases before Sessions Judges are taken at fixed times, are they not?—Yes.

Mr. *Stokes.*

3480. Have you any views on the subject of pay and furlough or on any other point to bring before the Commission?—No.

WITNESS LVIII—9th February 1887.

Examination of M. R. Ry. M. SRINIVASA RAO AVARGAL, B. A., B. L., Vakil, High Court, Madras.

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M. R. Ry. *M. Srinivasa Rao Avargal.*

Mr. *Stokes.*

3481. You are a vakil of the High Court of Madras?—Yes.

3482. What part of the Presidency do you come from?—From the South Kanara district.

3483. When did you take your B. A.?—In 1876.

3484. And your B. L.?—In 1880.

3485. When did you join the High Court?—In 1881, after one year's apprenticeship.

3486. Were you in Government employment before that?—No.

3487. Of what caste are you?—I am a Saraswati Brahman. They are said to be Brahmans who originally came from the north and settled in the Kanara district. They belong to one of the five great divisions of the northern Brahmans.

3488. Is the existing Statutory system approved?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is not approved. The grounds of disapprobation are that the candidates nominated do not happen to be the best that can be procured. And that the Statutory Civilians are not placed on a footing of equality with the members of the Covenanted Service into whose ranks they are admitted. The system has also caused much discontent and dissatisfaction among educated Natives and among deserving members of the Uncovenanted Service for whose benefit the Statute seems mainly to have been intended. The existing system (*i. e.* the rules) of appointing Natives as Statutory Civilians should be abolished. But the provisions of the Statute may be retained for the benefit of members of the Uncovenanted Service and of professional men, of proved merit and ability. But the first (*i. e.* the highest) appointments in the Covenanted Service should always be reserved for candidates selected by competitive examination. The candidates nominated from the Uncovenanted Service need not be required to proceed to England for training. But they may be encouraged to do so by placing those who go to England on an equality with those who enter the service by competition as regards pay, allowances and leave rules.

Mr. *Stokes*—continued.

3489. You say you would recruit your service only from Uncovenanted men; would you compel these men to go to England?—No, but I would encourage them to go.

3490. Even if senior men in the service?—Yes.

3491. What do you mean by the highest offices?—The highest offices in the district, *e. g.* District and Sessions Judgeships. You ought not to appoint men from the Uncovenanted Service to the highest offices in the Covenanted Service.

Sir *Charles Turner.*

3492. Up to what post would you appoint them?—Up to Sub-Collectorships in the Revenue line, and to Assistant and Subordinate Judgeships in the Judicial line.

Mr. *Stokes.*

3493. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Service?—There is no dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service, and no change need be made in that system. Natives of India labour under great disadvantages in competing

Mr. *Stokes*—continued.

for employment in this branch of the service. Under the existing system of holding the competitive examination in England, and on account of the low limit of age, Native of India are practically debarred from competing with the English candidates for the Covenanted Civil Service, which has therefore become a complete monopoly of the English youth.

The disadvantages under which the Natives of India labour may be greatly minimized (1) by holding the competitive examination simultaneously both in India and in England; (2) by raising the limit of age to twenty-three years; (3) by allotting the same number of marks for Sanskrit and Arabic as are fixed for Greek and Latin.

Still the disadvantages would not be wholly removed. The difficulty of the Natives of India (at least of those whose mother-tongue is not English) of having to learn the English language to the same degree of proficiency as the English candidates would attain at the prescribed age, would still remain. But the mere raising the age limit and allotting a larger number of marks for Sanskrit and Arabic would not appreciably minimize the disadvantages. The simultaneous holding of the examination alone would go a long way towards placing the Native candidates on an equality with the English candidates. Because raising the limit of age and altering the number of marks for Sanskrit and Arabic would not induce any Native to undertake a costly journey to England and stay there for a mere chance of succeeding. If a simultaneous examination is not to be held, the disadvantages may be minimized to some extent by the establishment of scholarships and allowance of passage money to Native candidates in addition to raising the limit of age and altering the number of marks for Sanskrit and Arabic. The candidates who are to get the scholarships, and the allowance of passage money, should be selected by a competitive examination to be held in one centre in India, such examination not being inferior to the standard of the B. A. degree examination of the Indian Universities. The examination to be held in India should be identical with that held in England. It should be held at one centre in India. The candidates in England and in India should compete with one another and should be classed in one list in order of merit. There should be no apportionment of the appointments between the English and the Indian candidates, nor should there be any apportionment between the residents in the territories of the several Administrations, nor between the members of the principal religious sects. If an examination is held in India, the successful candidates should be required, as a condition obligatory, to proceed to England to complete their training. This restriction would no doubt prevent some of the high class Hindus from competing. But in course of time their prejudices will probably wear away and they will also go to England.

Mr. *Stokes*—continued.

3494. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I cannot answer this question either affirmatively or negatively.

3495. Would men of your own caste object to going to England?—I think they would have some objection.

3496. Have any of them gone as it is?—I understand that one of the gentlemen who went from Bombay belonged to our community.

Sir *Charles Turner.*

3497. Has he been readmitted to caste?—He has never been to this part of the country since he returned.

Mr. *Ramaswami Mudaliyar.*

3498. Has the guru excommunicated him?—I am not aware of the fact.

The Hon'ble Mr. *Quinton.*

3499. Would he suffer any temporal disadvantage in consequence of

The Hon'ble Mr. *Quinton*—contd.

that excommunication ?—Not unless he came to this part of the country.

Sir *Charles Turner.*

3500. The wife of a Brahman is not, I believe, legally bound to live with her husband if he is an outcaste ?—She is not.

3501. Could a Brahman who has been to England and been put out of caste in consequence compel his wife to live with him ?—He could not.

3502. Members of your caste do not, I believe, object to travel by sea? —No, all classes of Brahmans from South Kanara do travel by sea.

3503. Do the higher Brahmans object to travel by sea ?—Yes, all do.

Mr. *Ramaswami Mudaliyar.*

3504. How many days' journey is it from South Kanara to Madras by sea ?—We take the steamer at Mangalore and need not be more than one night on the water. We do not cook on board, but subsist on fruit and sweetmeats.

Sir *Charles Turner.*

3505. Do you not think that the objection to proceeding to England on the part of some sections of the community is rather on account of the expense of the journey than due to any real religious feeling?—I think it is based upon both.

3506. But is not expense the more substantial objection ?—At present it is based on both, but in course of time I think the objection which is based on religion will disappear.

3507. Can you furnish us with the text of the prohibition which precludes men of your caste from crossing the sea to England ?—There is a text in Manu which says that Brahmans shall not travel by sea. I remember having read it in one of the earlier chapters. There are several other restrictions on Brahmans, *viz.*, that they shall not become professional musicians, or sing for a livelihood, and I believe there is a prohibition against the travelling by sea.

Sir *Charles Turner*—contd.

3508. Are there not several prohibitions which are not observed ?—Yes.

3509. For instance Brahmans do not observe the prohibitions laid down in Manu against their adopting certain means of obtaining a livelihood ?—No. They take to all professions.

3510. Has the strictness of the rule relating to marriage been much relaxed among the Brahmanical races ?—I have not much experience of those races, but speaking of my own community, I believe, not much change has taken place in that respect.

3511. But among the Brahmanical races of Southern India has there not been a great departure from the law as laid down by the earlier Hindu Jurists ?—Yes.

3512. Is it not the opinion of the Pundits that these changes were rendered necessary by the circumstances of life in a foreign country ? —There is something in that.

3513. And Southern India was originally a foreign country to the Brahmanic races ?—It was.

3514. How would you recruit the Uncovenanted Service ?—The Uncovenanted Service should be recruited only from the Natives of India as described in the Statute 33, Vic. cap. 3, section 6, which section may however be modified or amended so as to include the subjects of the Native States in India in alliance with the British Government. The recruitment for the higher appointments (that is appointments of Rs. 100 and upwards) in the Uncovenanted Service should be by competition, and a certain proportion of the appointments should be filled up by nominations from the lower ranks of the Service and from professional men of proved merit and ability. The candidates selected by competition should undergo a certain period of probation and also pass certain special tests. Appointments to certain classes of offices which require special training may be made by nomination from professional men of proved merit and ability, such

Sir *Charles Turner*—contd.

as Subordinate Judges, Munsifs, and Magistrates. Revenue officers should be relieved of their Magisterial functions. The recruitments must be made by the several Administrations only from persons resident in their several Administrations as far as possible. If the existing Statutory Service be abolished, the proportion of appointments assigned to that service should be allotted to the Uncovenanted Service.

3515. Have you anything to say on the question of pay and furlough?—There should be no distinction in the salaries, furlough rules and allowances as between the Native and English members of the Covenanted Civil Service. But a distinction should be made between the members who are nominated from the Uncovenanted Service and those who enter the service by competition. The former need not be allowed the same privileges as the latter. There should be no distinction made in the furlough rules applicable to the Statutor and the Uncovenanted branches of the service, either on account of the nationality of the officer, or on any other ground.

Mr. *Ramaswami Mudaliyar.*

3516. Would you appoint Munsifs by competitive examination?—No. I would recruit them entirely by nomination.

3517. Would you debar ministerial officers in High Courts and District Courts from promotion to Munsifships?—I hold that to make an efficient Munsif requires a special training; at present it is only the Bar who have that training. As far as my experience goes, Munsifs taken from the Bar have proved far more satisfactory than those taken from subordinate posts.

3518. Do not some of the ministerial officers of Courts get a good training?—They do to a certain extent.

3519. Then why would you exclude them?—Because they neither practice nor study law.

3520. Is it not necessary now that a man should have passed the first grade pleader's examination before he can be appointed Munsif?—No, they are only required to pass special tests.

Mr. *Ramaswami Mudaliyar*—contd.

Sir *Charles Turner.*

3521. Unless in the case of a man who has taken the B. A. degree?—Yes.

Mr. *Stewart.*

3522. Has not the present system of recruiting the service in Kanara led to the result that nearly all the officers are of one caste?—No, there are people of various castes among the officials.

Mr. *Stokes.*

3523. Do you know much about the establishments in Kanara?—Yes, I visit Kanara once a year.

Mr. *Stewart.*

3524. Are not 75 per cent of the officials in South Kanara Saraswatis?—No.

3525. Of what other castes are the members?—Native Christians.

3526. But the Hindu officials, of what caste are they?—In some offices there may be a majority of Saraswatis. Very few Saraswatis take to any other profession than Government service.

3527. How many among the Tahsildars are Saraswatis?—Of the Tahsildars in South Kanara one is an Aiyer, four are Roman Catholics, and one is a Saraswati.

Mr. *Ramaswami Mudaliyar.*

3528. How many Munsifs are there?—Five.

3529. And how many of them are Saraswatis?—Five. I do not think Saraswatis are so numerous as they were twenty years ago.

Mr. *Stewart.*

3530. Are not the Shambhogs all Saraswatis?—No, I think most of them are Tulu Brahmans.

Mr. *Ramaswami Mudaliyar.*

3531. Are the Native Christians converted Brahmans?—They are said to be descended from Kunki Brahmans converted by the Portuguese.

Mr. *Ryland.*

3532. Why would you separate Magisterial from Revenue work?—There is a general complaint that Tahsildars and Deputy Collectors have not time for their Magisterial work.

3533. Do not their Magisterial functions give them a considerable degree of influence in carrying on their various duties?—Very likely, but I am not sure that it would be lessened if they were deprived of those functions.

Sir *Charles Turner.*

3534. You have two Deputy Collectors in South Kanara?—Yes, one is a Saraswati and the other a Roman Catholic.

3535. In what part of South Kanara do you reside?—In a town called Mulki, eighteen miles north of Mangalore.

3536. Are you acquainted with the Tahsil officials in that place?—Yes.

3537. To what caste or creed do they as a rule belong?—To all castes, I believe.

3538. Is there any great preponderence of Brahmans?—There was once, but now the Sudras are taking to the study of English and have largely multiplied in the service.

3539. Who is the District Court pleader at Mangalore?—A gentleman who was formerly a Saraswati, but has since become a convert to Christianity.

3540. Are not the Billowas, a caste in Kanara which under Hindu rule never took to education, now being educated?—Yes, one of them obtained a degree in law at this University and has recently been appointed Munsif, and there are others who hold clerkships under Government.

Sir *Charles Turner*—contd.

Mr. *Stewart.*

3541. Are there not also Mahomedans in Kanara who avail themselves of education?—There are not many who adopt English study. Of course they educate themselves in their own way.

Sir *Charles Turner.*

3542. There are a considerable number of them who are rich merchants, are there not?—Yes.

3543. Do they educate their sons for the Public Service?—Yes.

3544. Have you had any Mopla riots in Kanara?—No, there are very few Moplas in Kanara. The majority of them live at Mangalore.

3545. There have been a great many disturbances between Moplas and Hindus in the Malabar district, have there not?—Yes.

3546. Would it be desirable to have a Native Collector in Malabar or Kanara?—No, I think the Collectors ought always to be English and Covenanted Civilians.

Mr. *Ramaswami Mudaliyar.*

3547. What is the average income of a pleader in the Kanara district?—There are two pleaders who make about Rs. 1,000 a month each. They were both of them offered Munsifships, but declined. The remaining business is fairly distributed.

Sir *Charles Turner.*

3548. Is there any other point which you have to bring forward?—No.

WITNESS LIX—9th February 1887.

Examination of M. R. Ry. VIRARAGHAVA CHARIAR AVARGAL, Editor of the *Sevadesa Mitra* Newspaper, Madras.

Mr. *Stokes.*

3549. You are Editor of the "Sevadesa Mitra"; what is the circulation of your paper?—About 1,600. It is a bi-weekly paper.

3550. Do you represent your own views here, or the views of the meeting of the editors of vernacular papers?—My own views.

3551. Will you kindly let us know your views on the Statutory Service? Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The feeling in this Presidency regarding the present system of appointing Natives as Statutory Civilians to posts hitherto held by members of the Covenanted Service is one of dissatisfaction; because by the present system really able men are shut out from that service and inferior men get into it by back-door influence. This feeling is shared in by all classes of the community who can form an opinion on public questions, whether they have received an English education or not. This Presidency has its own peculiarities. It has no landed aristocracy in any considerable numbers, nor a class of wealthy enterprising merchants as is the case in Bombay. It has a number of men of average means who are keenly alive to the advantages of English education. That class of men impart English education to their children solely with a view to obtain for them some employment under Government. Therefore the people of this Presidency have greater and stronger reasons to be dissatisfied. I object to the present system because (1) it is calculated to encourage and promote favoritism; (2) it

Mr. *Stokes*—continued.

lowers the Government in the estimation of the general public; (3) it creates a feeling of bitterness between those who are selected under the present system and others who have in every way qualified themselves for those posts; and (4) it encourages indolence and idleness in those communities from whom the nominations are made.

3552. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the Rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The defects in the existing system might be removed by a repeal of the present rules. High birth and social position should not necessarily form the qualification of the candidates selected. The rules should be framed so as to bring under their scope the employment only of gentlemen of proved merit and ability in the Uncovenanted Service and legal profession, and should exclude the employment of young and untried men seeking admission into the service on the pretension of their high birth and their grandfather's meritorious service. The Government may retain the Statute with a view to promote occasionally Uncovenanted servants who have earned consideration by a long course of faithful and distinguished service. I would further add that this power should be exercised by the Government only occasionally and not according to any regulated principle. In the appointment of Uncovenanted officers of long standing to posts in the Covenanted Service, the Government should take care generally not to appoint them to posts which require active out-door work. In my opinion these gentlemen are more fitted

M. R. Ry. *Viraraghava Chariar Avargal.*

Mr. *Stokes*—continued.

for sedentary occupations. These appointments should be made by the Government of India only after the sanction of the Secretary of State. I say that these appointments should be made occasionally, because I hold that competitive examinations should be the first door of entrance to the Civil Service.

3553. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—The officers so selected to the Statutory Civil Service from the Uncovenanted Service need not be compelled to proceed to England.

Mr. *Ryland.*

3554. When you say Uncovenanted officers of long standing are more fitted for sedentary occupations, to what class of officers do you allude?—To all classes.

Mr. *Stokes.*

3555. Are you satisfied with the system of recruitment for the Covenanted Civil Service?—There is great dissatisfaction felt among all classes of the community with the existing system of recruitment for the Covenanted Service. In the vernacular papers of this Presidency such feelings are often exhibited. The present system practically excludes the people of this country from competing for that service. The examination is held in England alone, and the limit of age has been reduced to nineteen.

3556. Should any, and, if any, what change be made in that system?—The changes that are necessary to be effected in this department of the public service are that (1) young men of not less than twenty-three years old should be employed as Civil Servants; (2) they should be invested with Magisterial or Civil powers after sufficient training in this country; (3) there should be simultaneous examinations in England and in India; (4) the history of India and the vernaculars of India should be included among the subjects for the examination; and (5) greater facilities should be given for the study of Sanskrit. The examination should, of course, be identical with that held in England, and it should be held at one centre in India. The successful candidates in India and England should compete with one another and be selected in order of merit. It is not desirable that there should be any apportionment of appointments, as by any such arrangement the object of the competition will be defeated.

Mr. *Stokes*—continued.

3557. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—I strongly hold that all successful candidates should be compelled to proceed to England and stay there for not less than two years. My reasons for such a compulsion are—(1) they will learn the manners, customs, and ways of the English people; (2) they will acquire habits of self-respect, self-help and moral courage; (3) they will acquire business habits and strengh of character which are absolutely necessary for Indian administrators; and (4) they will have an insight into the great technical institutes, manufactories and political institutions of Great Britain. It has been urged on the other hand that such a compulsion to proceed to England after the passing of the examination will (1) alienate and denationalize the candidates; (2) deter a class of people, *viz.*, Brahmans, from competing for the examination. Experience has shown that the first inference is false. Those who have been to England and have returned to India after a stay there have always proved better citizens and ardent lovers of this country. But the gentlemen who left India denationalized have returned the same from England. As for the other objection, that such a compulsion will deter Brahmans from competing for the examination, I do not believe it at all. The Brahmans were at first averse to English education, and they were the first to brand the English language as the language

Mr. *Stokes*—continued.

of the *Mlechhas*. Still they were the first to learn and master that language. It is they who pass in large numbers the University examinations. They have left their countrymen belonging to other classes considerably behind them in education, so much so, that special inducements had to be offered by the Government to enable the other classes to compete with them on equal terms. Only let a competitive examination be held in India for the Civil Service, and let the successful candidates be promised a place in that service, then surely the Brahman youths will go not only to England but if necessary to America also. For a few years, at the outset, there will be a murmur here and there that so and so has broken the *mamul*. Gradually this murmur will disappear as all other prejudices have disappeared since the advent of the English nation to this country. Granting that the Brahmans will remain orthodox and will not cross the ocean, why should the Government shrink to enforce this compulsion. There are about thirteen millions of Brahmans in all India out of a total population of one hundred and eighty millions of Hindus—and if they are not willing to move, which I doubt very much, let them by all means suffer. Even out of these thirteen millions it is only a fraction who object to a voyage to England, as the Brahmans of Bengal and Bombay have no strong objection to cross the sea. Why should the claims of two hundred and thirty-seven millions of people be waived in deference to the claims of a small minority. Besides, it is really silly to ask equal privileges and equal rights with Englishmen, and still to be so cowardly as not to brave the perils of the ocean. Public interest requires that every responsible officer should go to England, and its behests should be obeyed.*

* Brahman Population.

British India	...	13,730,045
Madras	...	1,122,218
Males (Madras)	...	555,885

Mr. *Ramaswami Mudaliyar*.

3558. You are an Aiyengar Brahman?—Yes

3559. Where is your native place?—Chingleput.

3560. You are connected with the *Hindu* newspaper also?—Yes, we write together.

3561. How many subscribers has your paper?—Sixteen hundred.

3562. To what class do your subscribers belong?—To the merchant and ryot classes.

3563. Have you been advocating these doctrines lately?—Yes, I have advocated these views in my Tamil paper for the last five years.

3564. Have you received letters from subscribers and others condemning your views?—No.

Mr. *Nulkar*.

3565. Would the class of Brahmans to which you belong object to go to England?—They would object.

3566. Would they refrain from presenting themselves at a local examination for the Civil Service if it were made compulsory on successful candidates to go to England for training?—No. In course of time these caste objections would disappear.

3567. The establishment of a simultaneous examination in India would, you think, have that effect?—Yes.

The Hon'ble Mr. *Quinton*.

3568. Why would you have a simultaneous examination in India? Is it to remove the objections of caste, or expense, or what?—It is because I think the people of the country should have a share of the highest posts in the country, and should be on an equality with their rulers as regards privileges.

3569. You would have the two examinations identical?—Yes.

3570. And your countrymen would have to compete with Englishmen whether they went to England or stayed in India?—Yes.

3571. Why do you say that the men likely to succeed in India will be placed on a footing of equality with Englishmen if the examination is held in India?—I mean that when they

The Hon'ble Mr. *Quinton*—contd.

have made certain of their appointments, they will not object to go to England. The people also will consider them as on an equal footing when they see them holding the same offices and enjoying the same privileges as Europeans.

Sir *Charles Turner.*

3572. You hope that your Indian educational institutions will improve ?—Yes.

3573. And that in time you will be able to train men quite as efficiently here as in England ?—Yes.

3574. If you could train men here so that an education in England antecedently to the examination would be unnecessary, would not the objection to going to England be mostly one of expense ?—Not entirely one of expense.

3575. You do not, I suppose, wish to get less efficient public servants by your system than are obtained by the present system of examination in England ?—No.

3576. You would have an Indian Civilian educated, so that he could associate with his English colleagues and hold the same place in public estimation as a man of culture ?—Yes.

3577. At present can Indian institutions produce such men ?—No.

3578. Then if you had an examination in India, how would you obtain such men ?—Not with the present University system.

3579. When you have improved the University system, do you think your boys would go to England for the examination or for the subsequent probation merely?—Yes. The number of those who went to England for education would be reduced.

3580. Because of the cost ?—That would be one reason.

3581. Might not that be obviated by the liberality of the Native public? —No. I do not think the public would support individual instances.

3582. But if, as you say, all classes in Madras are dissatisfied with the present system, do you not think they could subscribe sufficient money to send any number of young men to England who would stand a fair chance of success at the examination ?—They could.

Sir *Charles Turner*—contd.

3583. Do they not from year to year subscribe for charitable and other purposes sufficient monies to found scholarships for this purpose ?—Yes.

Mr. *Ryland.*

3584. Would not residence and training in England fit them for service in other walks of life, even if they failed for the Civil Service ?—Yes.

3585. So that the Civil Service need not be the only inducement for men to go to England ?—No.

Mr. *Stokes.*

3586. How many men of the educated youths of this Presidency would be likely to succeed at the examination for the Civil Service ?—About a dozen.

Mr. *Ramaswami Mudaliyar.*

3587. With the present age limit ?—Yes, there might be some.

3588. Do you think those educational officers were mistaken who told us that none of them would pass at nineteen ?—They will pass, but only in very exceptional cases.

Sir *Charles Turner.*

3589. Have you compared the papers set when the age was twenty-three with the papers now set ?—No.

3590. How would you recruit the Uncovenanted Service?—The Uncovenanted Service should be recruited from Natives of India including all persons born and domiciled in British India.

3591. Would you select by pure nomination, by competition among selected candidates, or by open competition ?—The recruitment should be made by free and open competition which should be confined to each separate Province. But the Government of India should have special power to transfer or appoint an Uncovenanted officer from one Province to another.

3592. If the existing Statutory Service is abolished, should the propor

Sir *Charles Turner*—contd.

tion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Covenanted Civil Service is thrown open to the Natives of India by holding simultaneous examinations, and if the Uncovenanted Service is recruited from Natives of India, then the places assigned to the Statutory Service need not be allotted to the Uncovenanted Service. They should be re-allotted to the Covenanted Service.

3593. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the Service, or by members of the Statutory or Uncovenanted branches?—I think that there should be no difference in the salaries between Natives and Europeans up to a certain amount, say about Rs. 1,000. Above that amount there may be a difference, but the difference should be called personal allowance.

3594. Have you anything further to say as to the Uncovenanted Service?—The separation of Judicial from Revenue functions is absolutely necessary, at least in the Uncovenanted Service. All Revenue officers should be appointed by the Government, while the appointments of Magisterial and Civil officers should be made by the High Court. Under the present system ryots resorting to criminal courts are dragged from place to place by Magistrates, and frequent adjournments are made. In my paper such complaints are often published. The Magistrates are partly justified in their course, because they are responsible in a measure to the heads of the Revenue, Sanitary, Magisterial, Educational, Police, Supply and many other departments.

Mr. *Stokes.*

3565. Have you considered the question of expense in connection with your proposal to separate Judicial from Revenue functions?—We prepared and adopted a scheme at a conference that we held last year.

Mr. *Stokes*—continued.

3596. How do you propose to find the money?—By abolishing one of the Deputy Collectorships in districts where there are two; and Assistant Collectorships where they are not necessary.

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M. R. Ry. *Viraraghava Chariar Avargal.*

Mr. *Nulkar.*

3597. You say you would have free and open competition, would you have the same examination for Munsifs and Tahsildars?—There would be the same examination, but each set of officers would undergo special training.

3598. Would you have a competitive examination for Munsifships?—No. As a general rule, I should appoint members of the Bar to Munsifships.

3599. And your Tahsildars?—They should be appointed by competition. Of course if the Magisterial functions are withdrawn from Tahsildars, they might be appointed as they are now, that is, Revenue Inspectors may be promoted to be Tahsildars.

Mr. *Stokes.*

3600. Will you kindly read to us the proceedings of the meeting of editors of vernacular papers on this subject?—Certainly.

Proceedings of a Meeting of the Editors of Vernacular Papers.

PRESENT.

M. R. Ry. A. C. Parthasaradhi Naidu, Editor, *Andhraprakasika.*
„ G. Narayana Row, Editor, *Dravida Varthamani.*
„ Shadayandi Chettiar, Editor. *Janopakaram.*
„ A. Venkatasubba Pillai, Editor, *Sudasa Abimani.*
„ Rajendra Pillai, Editor, *Vikatathuthan.*
„ Nilamega Chari, Editor, *Desabimani.*
„ M. Viraraghava Chariar, Editor, *Sevadesa Mitra.*

RESOLVED:—

(1) That the Statute be retained with a view to admit members of

Mr. *Stokes*—continued.

the Uncovenanted Service of proved merit and ability and of not less than seven years' standing into the Covenanted Service.

(2) That the members so admitted be not compelled to proceed to England.

(3) That the existing dissatisfaction among the Native community with regard to the Civil Service Examination will be removed (*a*) by raising the age of candidates to twenty-three; (*b*) by holding a simultaneous examination in India and in England.

(4) That the successful candidates be compelled to go to England (one dissenting.)

(5) That the Uncovenanted Service, especially the Revenue Department, be improved by the employment of capable and educated men as in the Judicial Department.

(6) That there be separate officials (1) to collect Revenue, (2) to exercise Civil functions, and (3) to exercise Criminal powers.

Sir *Charles Turner.*

3601. What is the general opinion regarding the present Munsifs?—That they are good.

Sir *Charles Turner*—contd.

3602. Have you heard any recent complaints about them?—I have heard it said of some of the old class that they are dilatory in disposing of cases.

3603. Have you heard any complaints about their want of integrity?—No.

3604. In your opinion are the men at present selected as Munsifs the best that could be selected?—Yes, if members of the Bar are generally appointed.

3605. Do you not think that ministerial officers at times make very good Munsifs?—At times they do. A certain proportion, say one-third of the appointments might be reserved for them.

3606. Are you aware whether less than one-third of the present Munsifs are men who have been promoted from being ministerial officers?—I cannot say. The last three who were appointed were in ministerial offices.

3607. Is there any other point you wish to bring forward?—No.

WITNESS LX—9th February 1887.

Examination of M. R. Ry. DAMODARAM PILLAI AVARGAL, First Judge, High Court, Pudukota.

Mr. *Ramaswami Mudaliyar.*

3608. You were in the Accountant-General's Office?—Yes. I was first appointed Vernacular Pundit in the Presidency College, and then Assistant Magistrate at Calicut. I then joined the Auditor's Office, which was subsequently amalgamated with the Accountant-General's Office, where I served nearly twenty-three years, and retired on a pension.

3609. How long is it since you were appointed to the post you now hold?—Only since the 1st of last January.

3610. Are you not one of our earliest graduates?—Yes, I am the earliest. I am a Jaffanese.

3611. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved; if it is not, what are the grounds of disapprobation?—It is not approved. The power conferred on the Local Administrations appears to have been abused.

3612. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The definition of "Natives of India" should be interpreted so as to include the subjects of Feudatory States and the island of Ceylon. The provisions need not be repealed, but selections should be confined to (i) Uncovenanted Servants of special merit and ability; (ii) gentlemen of approved conduct and qualifications from among high families or the upper classes of the community; (iii) University graduates of superior intelligence and good moral conduct.

3613. If the Statutory Service is retained should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—They should be required to go to England and should also be encouraged to travel in the different countries of Europe.

Mr. *Ramaswami Mudaliyar*—contd.

Sir *Charles Turner.*

3614. Was there not a large settlement of Madrasis on the coast of Ceylon in ancient times?—Yes. Trincomalee, Jaffna and Ballycullow are peopled exclusively by Tamil emigrants from Calimcotta, Madura, and Tanjore.

3615. Do many people from Tanjore and Trichinopoly emigrate to Ceylon?—Yes, to cultivate the estates there.

3616. And do they become settlers for any length of time?—Yes.

3617. And is that why you wish the subjects of Ceylon to be included in the definition of Natives of India?—No. My reason is that there is a great similarity between the customs and habits of both countries.

3618. Are there not several Jaffanese in the service now?—Yes; here and there.

3619. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes. We do not now get such men as we got in the days of the Haileybury College.

3620. What changes would you propose in the existing system?—It would be well if in addition to the present requirements, a certificate of good birth and respectable family were insisted upon before being allowed to compete. Facilities should be given to Natives:

(*a*)—By establishing scholarships and allowing passage money.

(*b*)—By altering the age limit to twenty-three.

Sir *Charles Turner.*

(*c*)—By adding Tamil to the list of languages, and by increasing the number of marks allowed to the Sanskrit language.

(*d*)—By holding examinations in India and England simultaneously.

3621. Should the examination be identical with that held in England?—Yes.

3622. Should it be held in one or more centres?—In the three Presidency towns, if possible; if not, at Bombay. Candidates should compete one with another, and be selected in order of merit, with a limit of proportion, say one-third, to the number of Natives to be selected.

3623. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—Yes.

3624. Are the young Natives obtained under existing system of open competition in England the best as regards character and capacity who would be obtained under any system?—All that I can say is that the Madras candidates selected were good men.

Mr. *Ramaswami Mudaliyar.*

3625. Would you compel the candidates selected at your Indian examination to go to England for training?—Yes.

Mr. *White.*

3626. Why would you add Tamil to the optional subjects of examination?—Because it is the oldest language in India; and if it is excluded, the effect will be to exclude people from North Arcot to Cape Comorin, and men from Southern Kanara will be placed at a disadvantage if they are compelled to take up any other language.

3627. How would you recruit the Uncovenanted Service?—From all natural-born subjects, but with a proviso that appointments given to others than the "Natives of India," should be reported to the Secretary of State for India with the reasons for the appointment, and be confirmed by him.

Mr. *White*—continued.

3628. Should the candidates be selected by competition or by nomination or by both systems combined?—Both by competition and nomination, the latter should apply to the executive grade.

3629. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administration respectively or with a preference for such residents?—With preference to such residents.

3630. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—No.

Mr. *Ryland.*

3631. What would you do with the posts now allotted to the Statutory Service supposing the Statutory Service is abolished?—I would give them back to the Covenanted Service.

3632. Then the only door for the promotion of Uncovenanted men would be the Statutory Service?—Yes.

3633. You say you would oblige men appointed to the Statutory Service to go to England for training?—Yes, but only those who enter by competition.

Mr. *Ramaswami Mudaliyar.*

3634. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—Yes. Natives of India may be allowed two-thirds the salary fixed. The furlough rules may remain as they are at present. I have heard of no objection or complaint made against them.

Sir *Charles Turner.*

3635. You say you would limit the number of appointments in the Covenanted Service for which Natives should be eligible to one-third, but if

Sir *Charles Turner*—contd.

you do that, and at the same time hold the competition for that limited number in India, what is the use of insisting on identical examinations?—It would ensure our getting the best men taking them altogether.

3636. In that case possibly no Native might get in?—I do not think it will be so.

Sir *Charles Turner*—contd.

3637. You do not advocate throwing this one-third of the appointments open to competition in India if Natives are also allowed to go and compete in England, because you think they would get more than a third?—Quite so.

3638. Have you anything else to bring forward?—No.

WITNESS LXI—9th February 1887.

Examination of M. R. Ry. APPU SASTRI, B.A., Proprietor, Native High School, Kumbakonam.

Mr. *Stokes*.

Mr. *Stokes*—continued.

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M. R. Ry. *Appu Sastri*.

3639. You are proprietor of the Native High School at Kumbakonam?—Yes.

3640. How many boys have you at your school?—Three hundred.

3641. Up to what standard do you teach?—To the matriculation standard.

3642. You are a B. A.?—I am.

3643. How many Masters have you teaching in your school?—Seven, two of them are B. As.

3644. Will you favor us with your views respecting the Statutory Civil Service?—The present system of appointing Natives of India as Statutory Civilians to posts reserved for the Covenanted Civil Service is not approved. The grounds of disapprobation are that the mode of recruitment is unsatisfactory. The Statute which contemplates the appointment of men of proved merit and ability is not strictly carried out. Men not of proved merit and ability are now appointed, sometimes on account of birth, sometimes on account of the distinguished services rendered by their fathers, and sometimes on account of the desire to encourage backward races. This leads to favoritism. It is the exclusion of intellectual and moral tests that has made the service unpopular. The classes of people who do not like the present system are those that have received a high western education, and a percentage, though small, of Native scholars and Pundits, mirasdars and merchants, who within the last few years have begun to take an interest in the administration of the country.

3645. Are these defects of the existing system capable of remedy either by an amendment of the rules or by an amendment of the Statute?—If by rules is meant the rules that obtain at present in the matter of selection, I would suggest an amendment of the rules. If by rules is understood the rules issued on the 19th August 1875, under the Statute they need not be amended. They must only be enforced. The Statutory provisions need not be amended at all, as according to them only men of proved merit and ability are to be appointed. The principle is a fair and sound one recognising as it does the legitimate aspirations of the people to enter the higher ranks of the Service. If therefore it is carried out in the spirit in which it was laid down, it is sure to find favor with all.

3646. Would you amend the present definition of the term "Natives of India"?—The Statute of 1870 should be amended in respect of the description of persons by inserting the words "from the Uncovenanted Civil Service, and from among the Native Members of the Bar," after the words "of proved merit and ability" in the Statute.

3647. If the Statutory system is retained should the selected candidates be required to proceed to England for training, or should they be encouraged to go?—If the Statutory Civil Service is retained in its present form encouragement may be given to those that wish to proceed to England. If the terms of the Statute are strictly enforced, and only men of proved merit and ability are appointed, neither encouragement nor compulsion is necessary.

3648. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Service?—There is great dissatisfaction among the educated Native gentlemen regarding the system of recruiting for the Covenanted Civil Service. It is absolutely necessary that some changes should be made in the present system of recruitment. Among the changes

Mr. *Stokes*—continued.

may be mentioned :—(*a*) The holding of simultaneous examinations in England and India, the candidates in both countries being arranged in one list in order of merit. This is but fair and just, as it is simply the recognition of the liberal and enlightened spirit which dictated the Acts of 1833 and 1853, the gracious proclamation of 1858, and the recommendations of the Committee specially appointed by the Secretary of State for India to investigate this particular question in 1860. The last mentioned Committee, after full investigation, came to the conclusion that simultaneous examinations and the classification of the candidates in one list in both countries are the fairest and the best in accordance with the principles of general competition. This is the only policy that will satisfy all the community, and that will be consistent with the policy laid down by Parliament and approved by the English nation, and that has always been recommended and enforced by all great English statesmen and Indian administrators. (*b*) The age must be fixed at twenty-three as recommended by Lord Macaulay, Lord Ripon and Sir Charles Aitchison. Lord Salisbury's reduction of the age from twenty-one to nineteen has practically excluded Natives of India from competing with English youths. It has deprived them of a privilege which Parliament deliberately conferred upon them, and upon which they naturally set a high value. (*c*) With regard to the subjects that must be added, they must be such as are calculated to give the competing youths a full knowledge of the feelings, the usages, traditions and the character of the people they have to govern, *e. g.* Indian History on a larger scale, and the vernaculars in the languages of the country. With regard to Sanskrit it must be placed on a footing of equality with the classical languages of the west as the marvellous feats of the Hindu mind in the regions of philosophy, poetry, ethics, religion and science are preserved in it. The study of such a language must be specially useful to a young Civilian, because he will be in a position to form an intelligent appreciation of India and its inhabitants.

3649. Do Natives of India labour under any and what disadvantages in

Mr. *Stokes*—continued.

competing for this service?—The Natives of India do labour under disadvantages and difficulties in competing for the Civil Service in England. Among these the following may be mentioned : (1) climatic considerations, (2) want of means, (3) withdrawal of all those healthy home-influences which must influence the formation of character. I wish to lay particular stress upon this point, as in the public schools, Government, acting on the principle of religious neutrality, has made no provision for imparting moral and religious instruction. I see it sometimes denied that such healthy influences exist in Hindu homes. This is a grave mistake. Sir Thomas Munro and other eminent statesmen have spoken admiringly of the chastity and modesty of demeanour of high class women among the Hindus. Christian missionaries have acknowledged the religious and philosophical element in the Hindu character. These are testimonies to home-influences the loss of which, in my opinion, will be a great calamity. (4) Estrangement from all national feelings. (5) The distance that has to be travelled and the cost of living, &c. (6) The crossing of the ocean, which is a forbidden road to the higher and the more orthodox classes. I lay particular stress on this as a sea-voyage necessitates the violation of caste rules and religious regulations, the violation of which is visited with no less a punishment than excommunication. Caste is bound up with the very existence of a Hindu with whom it is all in all.

3650. By what changes may these disadvantages be minimised or removed?—These difficulties may be minimised by the establishment of scholarships, the allowance of passage-money, the raising of the age to twenty-three, and the holding of simultaneous examinations in England and in India, at one centre in India, the examination held in India being identical with that held in England, and the classification of the candidates carried out on one list in order of merit.

3651. Should there be any apportionment between the residents in the territories of the several administrations, respectively, or between the members of the principal religious sects?—There should be no apportion-

Mr. *Stokes*—continued.

ment between the residents in the territories of the several Administrations. As regards the principle that is to guide Government, one-third of the appointments may be set apart to be competed for by Natives.

3652. If an examination is held in India should the successful candidates be required, as a condition obligatory, to proceed to England and complete their training?—Ample facilities may be given to those who wish to go to England, such as scholarships and passage-money; but I would not make it obligatory. Compulsion, I fear, in this direction will simply put insuperable barriers in the way of the best and the ablest competing in England. The value and importance of the advantages I recognise. But the sacrifices that persons have to make, such as loss of caste and religion, must also be considered. And I think that two years stay alone in England will not be so beneficial as it is generally believed to be, and moreover it is not indispensable that Natives of exceptional ability (those that pass the examinations), should go to England, to be able to administer the affairs of the country with success. If the system of simultaneous examinations is not approved, I would suggest a competitive examination on a limited scale in India among graduates and Masters of Arts or Masters of Laws. Those who compete must take up the Civil Service curriculum. The subjects must be the same, but the papers may be the same or of equal difficulty. The best and the most distinguished may be appointed to the Civil Service, and no distinction should be made between those who come out from England and those who pass in India in regard to pay, &c., as the latter would be men of brilliant and distinguished merit.

3653. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—While having nothing to say against the character and capacity of Natives obtained under the present system of the open competition in England, I cannot say that they are the best that can be obtained under any system, as race, caste and religion prevented the most gifted men from the higher and the more orthodox classes from ever thinking of competing, whereas under the system of simultaneous examinations the field of selection is widened, and there is greater probability of securing the best talent.

Mr. *Stokes*—continued.

Mr. *Ryland.*

3654. Do you not think it necessary to maintain the English character of the administration; because you say you do not consider it necessary for Natives to go to England to obtain administrative ability?—Yes, I think it is necessary.

3655. But how could you maintain it without requiring members of the service to undergo an English training?—They might not receive the same degree of administrative training here, but they might be men of ability notwithstanding.

3656. You think ability would supply the advantages derivable from an English training?—The advantages which would accrue to them from an English training are less than the disadvantages of compelling them to go to England.

Mr. *Nulkar.*

3657. You have watched no doubt the progress of education in this Province and in India so far as you could?—Yes.

3658. Have you watched its effect on caste?—Yes.

3659. What, generally, is the effect it has had?—In the case of some the feeling of caste has been weakened, in others it has been strengthened.

3660. You say two years in England is not a sufficient training, how long a training would be sufficient?—A five year training would be more useful.

3661. Then the training in England is useful?—Yes.

3662. Which of two Civilians would you prefer, one who has had a training in England, or one who has not?—The one who has had the English training, but at the same time I hold that the English training is not absolutely necessary.

3663. Do you not think that it is a Government's first duty to get the most efficient men who are available for the public service?—Yes.

3664. And other qualifications being equal, is not the man who has had an

Mr. *Nulkar*—continued.

English training the better of the two?—Yes.

3665. And would not the Government be bound to give him the preference?—Yes.

Mr. *Stewart.*

3666. You say that if the system of simultaneous examinations is not adopted, you would have a limited competition amongst B. A.'s, M. A.'s, and B. L.'s. What proportion of appointments would you allot to that competition?—The same one-third.

3667. Would you confine it to Natives of India?—Yes.

3668. And would you exclude Natives from the competition in England?—No, but in that case it would not be necessary that they should have passed the B. A. examination.

3669. Do you think that scheme would be likely to meet the wishes of the educated class in India?—Yes, because by it all the best material available would be obtained without violating the religious sentiments of the people.

3670. Would you give any facilities to Natives who might wish to compete in England?—Yes, such as personal allowances, scholarships, and passage money.

The Hon'ble Mr. *Quinton.*

3671. You have told us that the lowering of the age to its present limit deprived Natives of the privilege which Parliament conferred upon them. What privilege?—The privilege of allowing qualified men to compete.

3672. When was that privilege conferred?—In 1833.

3673. By what Statute?—By the one which gives appointments to Natives without distinction of caste, colour or creed.

3674. Have you ever read those Acts of Parliament?—No.

Sir *Charles Turner.*

3675. You say that caste feeling is growing stronger in Southern India, owing to what cause?—From a greater appreciation of the past.

3676. Has not caste feeling in the past made members of one caste very much opposed to members of another?—Yes, but caste feeling in the past is quite different from caste feeling in the present.

Sir *Charles Turner*—contd.

3677. Did not cast feeling in the past lead the Brahmans to despise other castes?—Yes.

3678. Did it not lead them to accept (if they did not initiate) the doctrine that a man might perjure himself for a Brahman?—Yes, in exceptional cases, where the Brahman's life depended upon it.

3679. Was that an outcome of the caste system?—In the first place I do not regard it as a regulation of the Brahmans, but as a regulation of the Chettry rulers of that time.

3680. Is not what is known as the law of Manu a law which the Brahmans generally accepted?—Yes.

3681. And the Chettry rulers merely accepted the ruling of Manu?—Yes.

3682. Are these laws the outcome of the caste system?—I do not think so.

3683. Then how do you think these special privileges of Brahmans arose?—They might in a measure have been an outcome of the caste system.

3684. By the law of Manu Brahmans are exempted from taxes?—Yes.

3685. And are encouraged to beg for a livelihood?—Yes.

3686. Do you think it would be well to revert to a state of society such as that to revive recognized mendicancy and to exempt from their share of taxation a large section of the community?—I think, if we ever return to that state of society, it would be desirable.

3687. Would you like to return to that state of society?—I would.

3688. Is that feeling common to the gentlemen of whom you say that they are becoming more influenced by caste feeling from respect for the past?—I cannot say.

3689. How did men obtain justice in India before Courts of Justice were established under British rule?—They had their village communities.

3690. And was it a feature of that system that men at times had to sit in *dharna*,—to starve themselves at the gate of a debtor, before they could get justice?—I do not know.

Sir *Charles Turner*—contd.

3691. Have you ever heard of sitting *dharna* ?—Yes.

3692. Was it not an incident of a state of society where the administration of justice was casual?—Yes.

3693. What is your opinion of *Sati*? Do you take it right that women should be recommended to burn themselves on their husbands' funeral pyres ?—No.

3694. Was not that a part of the past which you admire ?—Yes.

3695. Do you think child marriage a desirable thing ?—I hold that it is.

3696. You think it is right to marry and betroth children between the ages of ten and twelve ?—Yes.

3697. To a man of sixty ?—Certainly not.

3698. Would you marry the infant daughter of a Brahman to a man of sixty ?—Certainly not.

3699. Do you think it is right to take minors and dedicate them to the service of idols at the tender age of eight and twelve ?—I have no opinion in the matter.

3700. Is it right to devote girls of the age of eight to twelve to a life of prostitution?—No ; but by past I did not mean the objectionable practices of the past.

3701. Have not many of the objectionable practices I refer to, been put down by English law and education? —Yes, whose wholesome influence I recognize.

3702. Should the Uncovenanted Service be recruited from Natives of India as described in the Statute, or from all natural-born subjects of Her Majesty ? —The Uncovenanted Service should be divided into the lower and upper. Only Natives of India, the definition of which term is sufficiently comprehensive in the Statute, should be appointed to the Service. Those that enter the lower service should at least have passed the middle school examination or the matriculation. Graduates alone should be allowed to compete for the upper service appointments. The upper service appointments should begin with appointments of a hundred rupees. The system of appointment should be open competition in the case of B. A's. & B. L's. Masters of Arts and Masters of Laws need not be compelled to pass the competitive examinations, as they are presumably men of high attainments, capacity and integrity. They may be made to pass departmental tests alone. The recruitment should be confined as much as possible to persons resident in the territory of the several Administrations.

Sir *Charles Turner*—contd.

3703. If the Statutory Service is abolished should the proportion of offices at present allotted to that service be given to the Uncovenanted Service? —If the existing Statutory Service is abolished, the proportion of offices assigned to that service should be allotted only to the Uncovenanted Service.

3704. Has your school a Government grant ?—No, it is the only self-supporting institution in the district.

3705. Have you been pretty successful ?—We have been very successful. This year we passed 33 out of 59 at the matriculation examination. Out of the whole number who appeared in 1884 the first boy in the matriculation examination list was educated at our school, and the first boy in the F. A. examination last year had received his early training with us.

WITNESS LXII—9th February 1887.

Examination of M. R. Ry. T. SADASIVA AIYAR, B. A., M. L., Delegate of the Triplicane Literary Society, Madras.

Mr. *Stokes.*

3706. You represent the Triplicane Society. What are the objects of your society?—It is a society consisting of sixty members for discussing political, social, religious and moral questions and to memorialize the authorities on public questions. Forty-five of its members are graduates; all the members know English.

3707. You are a vakil of the High Court?—Yes.

3708. What age are you?—Twenty-six.

3709. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The Association disapproves of the existing system of the Statutory Civil Service for the following among other reasons:—

(i)—It opens a wide door to unfair patronage and favoritism.

(ii)—There is no guarantee that the best men will be selected.

3710. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the Rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The Statutory provisions may be amended so as to allow of persons of proved merit and ability from the Uncovenanted Service being promoted to the Covenanted Service.

3711. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—The Association is of opinion that wide dissatisfaction is felt with the existing system of recruitment for the Covenanted Civil Service.

3712. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the Service? By what changes may those disadvantages be minimised or removed, *e. g.*: —(*a*) by the establishment of scholarships and allowance of passage-money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The following changes seem advisable:—

Mr. *Stokes*—continued.

(*a*)—The minimum age should be eighteen years and the maximum twenty-five.

(*b*)—Sanskrit, Arabic, Tamil and other Vernaculars should carry an equal number of marks with Latin.

The special disabilities of Natives of India in competing for this examination are:—

(*a*)—They have to proceed to England at a very tender age away from the wholesome protection of parents and guardians.

(*b*)—The rigours of the climate also deter young boys being sent to England.

(*c*)—They have got to risk loss of caste, creed and money all without a reasonable certainty of being successful.

These disadvantages may be removed:—

(*a*)—by altering the age;

(*b*)—by adding the Vernaculars to the first examination for the Civil Service;

(*c*)—by altering the marks;

(*d*)—by holding simultaneous examinations in England and India.

Mr. *Stokes*—continued.

3713. If an examination is held in India, should it be identical with that held in England; should it be held at one or more centres in India; should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? If such an apportionment is made, on what principle is it to be regulated? Should there be an apportionment between the residents in the territories of the several Administrations, respectively, or between the members of the principal religious sects?—(*a*) The examinations in England and India should be identical, (*b*) there need be only one centre, (*c*) the successful candidates should be selected only in order of merit.

3714. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—The selected candidates in India should be made to go to England, to undergo the preliminary training.

3715. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—The character and capacity of Native Covenanted Civilians under the present system will be improved by adopting the suggestions noted above.

3716. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—The Association considers that as for plain reasons most of the higher posts in the State will be generally given to Europeans, and on economical grounds also, all places below Rs. 1.000 in the Uncovenanted Civil Service must be reserved for Statutory Natives of India.

3717. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The appointments in all the Uncovenanted Services carrying a salary of Rs. 60 and upwards should be filled up by open competition alone, the successful candidates being divided off among the services in order of their importance, according to choice and order of merit. They should be made to undergo a probationary training in India in their particular departments, the period varying with the nature of the department. There should be departmental examinations at the end of the probationary period. Candidates who have passed the F. A. examination and who are between the ages of eighteen and twenty-four who produce a medical certificate of physical fitness should alone be eligible for the competition.

3718. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—The provincial residents alone should be eligible for the provincial examinations and for posts in the Province.

3719. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the Service, or by members of the Statutory or Uncovenanted branches?—There need not be any distinction in the pay, allowances and furlough rules of Europeans and Natives or of Competition Civilians and Statutory Civilians.

Sir *Charles Turner.*

3720. How would you fill your appointments between Rs. 60 and Rs. 1,000?—Those appointed to the Rs. 60 appointments would be gradually promoted to higher posts.

3721. Was the Association unanimous in saying that candidates selected at the Indian examination should be made to go to England for training?

Mr. *Ramaswami Mudaliyar.*

—There was a difference of opinion on that point, more than two-thirds were in favor of it. The Association consists of fifty-seven Brahmans and three Sudras, of whom one Sudra is Secretrary and the other Vice-Chairman.

3722. So that those who voted for it were almost exclusively Brahmans ?—Yes.

3723. Do you think that if such a rule is established, Brahmans will be likely to go to England ?—Yes. I think the difficulties connected with caste are growing less and less every day. There is a party among Brahmans who think that these things are authorized by the Shastras.

3724. Do you hold that opinion also ?—I do.

3725 Would the Association altogether exclude members of the Bar from the Statutory Service ?—That question was not considered by the Association.

Mr. *Stewart.*

3726. Does the society really think Tamil to be of such importance as to be on a level with Latin, Greek and Sanskrit ?—Yes.

3727. On what ground do they attach such value to Tamil ?—It is a vernacular language, an acquaintance with which is of great use.

3728. Do you know how many marks are allotted to Latin at present ?—Yes, 800.

3729. And how many to French ?—Yes, 375.

3730. Would you give Tamil 800 and French only 375 ?—Yes, because we are not going to serve in France but in India.

The Hon'ble Mr. *Quinton.*

3731. How many vernacular languages is it necessary to include among optional subjects ?—I think five, *viz.*, Tamil, Urdu, Telugu, Maratha and Bengali. That is, the prevailing language in every Presidency.

Mr. *Ramaswami Mudaliyar.*

3732. Would you permit a candidate to take up more than one vernacular language ?—That is a question which the Association have not considered.

Mr. *Stewart.*

3733. Do you think that the literature of Tamil can be compared with that of Sanskrit and Latin ?—In many respects it can be.

3734. Are you a Sanskrit scholar ?—I know a little Sanskrit.

Mr. *Nulkar.*

3735. If all the vernaculars of India are added to the optional subjects of examination, might not a man know several vernaculars, and yet not know English or indeed anything else ?—It is quite possible.

3736. Would such a man be qualified for the public service ?—I do not think so, but then the objection applies to the present system also.

Sir *Charles Turner.*

3737. You are a Master of Laws in the University here ?—Yes.

3738. A degree which, I believe, is very rarely taken by any students of this University. It involves a much higher examination than that of B. L. ?—Yes.

3739. How many M. L.'s are there in this Presidency ?—About ten.

3740. And how many B. L.'s ?—More than six hundred.

3741. Have you any further remarks to offer ?—No.

WITNESS LXIII—9th February 1887.

Examination of W. R. ROBERTSON., Esq., Principal of the Saidapet Agricultural College.

Sir *Charles Turner.*

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W. R. Robertson, Esq.

3742. You are Principal of the College of Agriculture at Saidapet and a member of the Royal Agricultural College in England ?—Yes.

3743. You are also a Life Member of the Royal Agricultural Society in England and a Fellow of the Madras University ?—Yes.

3744. You obtained the diploma of the Royal Agricultural College in 1862, and were afterwards placed in charge of the Estate and Farm of the Right Hon'ble Earl Dufferin at Clandeboye County Down, Ireland?—Yes.

3745. In 1866-67 you were employed by the Earl of Dufferin in reporting on the tenure of land and the condition of agriculture in the south-west of Ireland ?—I was.

3746. Between 1862 and 1867 you acted as Judge of Farms for the North-West Agricultural Association of Ireland and read papers on agricultural questions before the Chemico-Agricultural Society of Ulster, the New-castle-on-Tyne Farmers' Club, the Maidstone Farmers' Club, the Society of Arts, London, and other Associations ?—Yes.

3747. I believe in 1868 you were appointed Superintendent of Government Farm, Saidapet ?—Yes.

3748. And in 1871 you were appointed Superintendent of all Government Farms in the Presidency, it then being in contemplation to start several ?—Yes.

3749. Did you then receive, by orders of Government, reports of all agricultural experiments in the Presidency that were being carried out by District Revenue Officers ?—I did.

3750. I believe you have visited several of the districts of this Presidency and made full agricultural reports on them ?—Yes.

Sir *Charles Turner*—contd.

3751. In 1872 were you deputed to Bombay to confer with the Government of that Presidency regarding the organization of a system of agricultural instruction ?—Yes.

3752. And subsequently you opened a school of agriculture at Saidapet in 1876 ?—Yes.

3753. Of which you in 1884 became the Principal ?—Yes.

3754. In 1871 was the first attempt made to establish a class for agricultural study ?—Yes.

3755. That class failed, because you did not get the quality of men you required ?—Yes.

3756. And in consequence it was considered desirable to establish a more systematic course of education in agriculture ?—Yes.

3757. And the Saidapet College was the result ?—Yes.

3758. Have students resorted to the College from Bombay and the North-West and also from several Native States ?—Yes.

3759. Will you give us the curriculum of the College ?—The curriculum includes the following subjects:—

First Session Students of Junior and Senior Departments.

Agriculture (Preliminary).
Horticulture (Preliminary).
Inorganic Chemistry (Preliminary).
Pure Mathematics (Preliminary), 1st stage.
Mensuration (Preliminary).
Animal Physiology (Preliminary), 1st stage.
Physiography (Preliminary).
Drawing (Preliminary), 1st stage.

Second Session Students of Senior Department.

Agriculture (Advance).
Geology (Preliminary).

Inorganic Chemistry (Advanced).
Pure Mathematics (Preliminary), 2nd stage (Algebra and Plan Geometry).
Surveying and Levelling (Preliminary).
Animal Physiology (Presidency), 2nd stage.
Veterinary Surgery and Medicine (Preliminary), 1st stage.
Hydraulic Engineering (Preliminary).

Third Session Students of Senior Department.

Agriculture (Advanced).
Organic Chemistry (Preliminary).
Statics, Kinetics, Hydrostatics, Hydrokinetics and Pneumatics.
Building Materials and Construction (Preliminary).
Economic Entomology (Preliminary).
Forestry (Preliminary).
Pure Mathematics, 2nd stage (Trigonometry).

Land Revenue and Account Regulations are also taught, and the course extends over three years. The majority of the students have passed the matriculation examination of Indian Universities or other examinations of similar character. Instruction was given entirely in English, and chiefly by means of lectures and demonstrative practical classes. The College continued steadily performing the work prescribed; and has secured the approbation both of Government and of the Secretary of State for India. Up to about 1882 the work of the College was in no way connected with the Land Revenue Administration of the Presidency, though frequent discussions had taken place regarding the employment of "passed" students of the College under the State in posts connected with the Land, such as, Tahsildars, Deputy Tahsildars, Land Revenue Inspectors, &c., and it was proposed that "passed" students of the College, who also possessed the other prescribed qualifications, should have a preferential claim over other candidates for vacancies in such posts.

3760. I believe that claim was not admitted by the Revenue authorities ?—No, and it still remains unrecognized. Notwithstanding however the refusal to give the preference we have sought for our "passed" students are filling the posts

of Revenue Inspectors, and other similar *appointments in this and other Presidencies, and I believe generally, with credit to themselves and their training.

The strange anomaly of the State expending a large annual sum in giving a very complete agricultural training to a number of well educated youths, belonging chiefly to the agricultural classes, and, while constantly deploring the very inferior class of subordinates employed in connection with the land, making no use whatever of the trained students of the College, has again and again attracted attention, but hitherto, with no tangible result. It must be clearly understood that in the superior claims of these men, from their special training, for employment in connection with State land, I have never, for a moment, proposed any relaxation in the rules under which appointments are ordinarily made to such posts. The agricultural training, being considered as over and above the qualifications usually demanded in filling such posts.

In 1881 the Director of Public Instruction succeeded in obtaining sanction to the introduction of a new scheme in the College, having for its object to connect the work of the College with the land administration of the Presidency. Under this scheme, every Collector was permitted to send a student to the College in each alternate year, preference being given to the younger Revenue officials and candidates for Revenue employment who possessed the necessary educational qualifications, and to youths connected with large land-holding families. The Revenue subordinates sent to the College were granted leave without pay, but were provided with a stipend of Rs. 10 with a small increment during their attendance at the College. The Secretary of State, in approving of this arrangement, conceded to such Revenue officials the right to count for pension the period spent in attendance at the College, and in a more recent de-

* See statement at the end of the Calendar. Sixteen are Revenue Inspectors, out of 144 passed men.

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd.

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W. R. Robertson, Esq.

spatch granting travelling allowances to certain students to and from the College, he expressed the opinion, that it was desirable to grant these privileges, in order to encourage men to go through a course of agriculture. The students sent to the College by Collectors, were nominated by them, on the distinct understanding that those students who got the College certificates would be appointed to suitable posts in the Land Revenue Department. The Collectors were restricted in their choice to candidates who had, at least, passed the middle school examination in the second-class, besides holding certificates of physical fitness and character. The Collectors largely availed themselves of this arrangement, and every Collector has had one or more students in the College. Many of these men, at the end of the period of their training, were appointed by the Collectors who sent them, to posts in the Land Revenue Department. But recently, a very serious difficulty has presented itself, a Government notification having been published prohibiting the employment by Collectors, the Conservators of Forests, and others, who had given employment to many "passed" students, from appointing any candidate to a post of over Rs. 15 per mensem who had not passed in the middle school examination first-class, or the matriculation and handwriting test examinations. Thus, many of the past and present students, though selected men, and sent by Collectors, on the clear understanding that they would be afterwards employed, and though in addition to passing in the ordinary tests prescribed for such posts they have gone through a three years' course of training in agriculture and the allied sciences, are debarred from employment in duties for which they are specially qualified. For even were the men willing to go back again to study for the middle school or matriculation examination, the majority of them, being nearly twenty-five years of age, would, under the twenty-five years rule, be prevented from entering the service of Government. For though Government have reserved to themselves the right of admitting men into the service over twenty-five years of age, it is found in practice that very few heads of offices will give themselves the trouble to represent to Government the case of any particular candidate seeking employment who is over twenty-five years of age. Last year a technical educational scheme was elaborated for this Presidency, embracing over sixty subjects, of which agriculture, veterinary surgery, and forestry, with the allied sciences, occupied the chief position. A series of examinations was prescribed, leading up to a diploma in each of these subjects. In the same year the College of Agriculture underwent a second reorganization, when the curriculum of the technical scheme, as far as it related to agriculture and the allied sciences, was prescribed instead of the curriculum then in operation, and it was further laid down that every student in future on entering the College should bind himself by agreement, under penalties, to attend during the three years course, and to appear at the prescribed examinations, in each of the twenty-two subjects, to be passed for the agricultural diploma. The fees for these examinations are heavy, for it is unlikely that any student, however able he may be, will secure the agricultural diploma at an expenditure in fees of less than Rs. 100. While, as the student must obtain the required percentage of marks in every subject of the twenty-two prescribed, and as the papers are set by examiners in no way connected with each other, and therefore having but little idea of the amount of work in the aggregate demanded from each candidate, the work to be done is excessive, and is certainly in excess of that demanded from candidates for the diploma of the Royal Agricultural College. But a more objectionable feature of the scheme is that it will keep out of the College a number of men whom, though they do not possess high educational attainments, it is from their connection with large landed families very desirable to get into the College. It is certainly very inconvenient to teach together a number of students in a class, dif-

Sir *Charles Turner*—contd.

fering widely in their educational attainments, and it would add to the expense of the College to institute separate classes for men educated up to different standards; still, something in this direction is necessary. There is no difficulty in getting men with good educational attainments from towns, but we do not want such men, as long as we can get men from the rural districts, whose families are connected with the land. The Famine Commission, amongst their other recommendations, drew attention to the necessity that exists for a knowledge of agriculture being possessed by officers engaged in connection with the administration of State land; and I understand that certain furlough concessions have been granted to officers of the Covenanted Service who are prepared to undergo a full course of agricultural training at the Royal Agricultural College; and I am personally aware that several officers of the Covenanted Service have undergone and are undergoing such a course of instruction at Cirencester. The question has on several occasions been put to me, both by Covenanted and Statutory Civil Officers, "Can you not provide agricultural training at Saidapet equally good for our requirements as is afforded at Cirencester?" In reply, I have stated and I am still prepared to state that we can supply at Saidapet an equally good agricultural training for the requirements of India; while we deal with Indian conditions of soil, climate, crops and stock. The Government of Bengal, I understand, expend on their six scholars at the Royal Agricultural College at Cirencester not less than Rs. 15,000 per annum, which is more than one-third of the entire cost of the College of Agriculture at Saidapet, which now trains one hundred students, and could at a very little additional cost train two hundred or more. It seems very little short of a scandal that vast agricultural interests should be entrusted to the charge of gentlemen who do not, and do not profess to have, the slightest acquaintance with the principles of agriculture; and yet the State land in this Presidency, with a rent-roll of forty-seven millions of rupees, is entirely controlled by such men, as well as the estates under the management of the Court of Wards, with a rent-roll of over two millions rupees per annum; also the Forest Department, with an expenditure of Rs. 6,00,000 per annum; the Land Assessment Department with an annual expenditure of Rs. 3,00,000; and the vast organization for collecting the land revenue of the Presidency, the village establishments of which alone cost in land and fees forty-eight lakhs a year. It is, I know, sometimes said that a knowledge of agriculture is not necessary to the proper performance of the duties entrusted to Covenanted Civilians employed in connection with State land, and that they have other equally important duties; yet I find that four-fifths of their salaries are debited to Land Revenue. But, surely, a knowledge of agriculture must at the least be as useful as a knowledge of Greek plays to such officers when engaged in such strictly agricultural duties as assessing land for rent, deciding whether ryots are entitled to remissions of assessment in such cases as recently arose in Tanjore, in reporting on the agricultural character of the seasons, and on the condition of crops. In this connection I would refer the Commission to paragraph 402 and paragraph 148 to paragraph 160 of the Madras Journal of Administration recently published.

Sir *Charles Turner*—contd.

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W. R. Robertson, Esq.

3764. What staff have you at Saidapet?—The College staff is as follows:—

PRINCIPAL—W. R. Robertson, Esq., M.R.A.C., Fellow of the Madras University.

VICE-PRINCIPAL—Walter Keess, Esq., M.R.A.C., M.M., Cambridge.

LECTURERS AND ASSISTANT LECTURERS, AGRICULTURE—W. R. Robertson, Esq., M.R.A.C.

Veterinary Surgery and Medicine—J. Mills, Esq., M.R.C.V.S.

Chemistry; Horticulture—Walter Keess, Esq., M.R.A.C., M.A.

Physiography; Mathematics—Mr. G. Krishna Prabhu, B.A.*

Practical Agriculture; Madras Land Revenue Systems—Mr. C. K. Subba Rao.*

*Graduates of the College of Agriculture.

Sir *Charles Turner*—contd.

Animal Physiology; Entomology—Mr. M. Narayana Rao.*

Geology; Statics, &c.—Mr. A. Ramalinga Aiyer, M.A.

Building; Hydraulic Engineering; Mensuration and Surveying—Mr. P. V. Seetharam Mudaliar.

Farm Manager—Mr. C. K. Subba Rao.*

Farm Bailiff—Mr. C. Krishna Menon.*

Drawing Master—Mr. Shaik Davood Sahib.

Gymnastic Instructor—Mr. J. A. Boon.

3765. I believe the young men who enter your college receive much of their instruction in the fields?—Yes, there are certain classes which they have to attend.

3766. Are they carefully instructed in the methods of testing the capabilities of parcels of land?—Yes.

3767. And as to the means of securing fair accuracy in the conduct of experiments with various crops and manures?—Yes.

3768. Have you experiments of that kind constantly in progress at Saidapet?—I no longer conduct an experimental farm, but we continue experiments.

3769. Are you able to give the same instruction as formerly?—Certainly not.

3770. You consider that is to be regretted?—Decidedly.

3771. At the present moment you teach practical mensuration in the fields?—Yes, the students are taught to make measurements of the crops and determinations of the outturn.

3772. And forecasts?—That depends on the special object of the experiment. We do not as a rule give attention to forecasting.

3773. How do you determine the outturn?—By taking a certain number of square yards of the land and thrashing out the crop, making of course due allowance for the moisture.

*Graduates of the College of Agriculture.

Mr. *Stewart*—continued.

Mr. *Stewart.*

3774. Why was the experimental farm given up?—Because it was thought too expensive.

3775. Do you find that you generally get a far better outturn from your land than the neighbouring ryots do out of theirs?—Taking land of the same quality, decidedly so.

3776. Has it not been found elsewhere that with hired labour you never get the same outturn as ryots with their own labour?—I have never heard anything of the kind.

3777. Do you devote a great deal of forethought to the breeding of cattle?—Yes, and I may mention that the Aden breed are found the best both for milk and draught purposes. And we improve the breed of sheep very greatly. We have produced almost a fresh breed, and there is no wool like ours in the South of India.

3778. I notice that some men who have undergone a training at Saidapet become Revenue Inspectors?—I think it is the best training they could have.

3779. Can you get graduates to undergo a course of training at Saidapet in the hope of becoming Tahsildars?—Certainly.

3780. Do you think it would be advisable that they should undergo that training?—Decidedly.

3781. I believe you advocate that all Revenue Inspectors should be required to attend the college for a certain period?—Their work is mostly agricultural, and we could educate double the number of students we have now with the same staff.

3782. Do you not think that every Tahsildar should possess a competent knowledge of agriculture?—Certainly.

3783. Do you find any great adaptability in the Native mind for estimating the outturn of crops?—Yes, when they are properly trained.

Mr. *Stewart*—continued.

3784. Have you any man among your students now who could by looking at a growing crop estimate the outturn?—I think we have, but of course the most skilled agriculturists cannot be certain on that point.

The Hon'ble Mr. *Quinton.*

3785. Do you think that after your students have been through a short course of training they will be more skilful than the ordinary cultivator? —Certainly.

Sir *Charles Turner.*

3786. Do your students get practical training in the fields?—Every student has to learn to plough.

3587. Do you take them into the fields daily?—Every class in succession goes every day into the farm and discusses the work of the previous day, and many of the men are practical men.

Mr. *Stewart.*

3788. Do you not think that every Revenue Inspector and also every man who hopes to become so should possess a competent knowledge of mensuration?—Certainly, because they have to measure crops. We teach practical surveying out of doors. We also teach Revenue accounts, and in fact many of our men last year passed the special test examination specially for the Revenue Accounts department.

Sir *Charles Turner.*

3789. What is the highest appointment held by a man trained at your College? Last year from returns sent in by themselves it appeared that there were nine of our best students whose salaries varied from Rs. 100, Rs. 200 to Rs. 375; twenty-two returned themselves as having salaries varying from Rs. 50 to 100; eleven were being paid from Rs. 30 to 50, and five held salaries from Rs. 15 to Rs. 30.

The Hon'ble Mr. *Quinton.*

3790. Did any return themselves as doing nothing?—Of the final class sent out some were unemployed, but of the classes previously sent out every one was in employment. They had found no difficulty whatever in getting employment.

Mr. *White.*

3791. Have you any Eurasians and domiciled Europeans in your college? —We have a few.

3792. Have you found them equal or nearly so to the others?—On the average they are very much the same.

3793. Have any of them obtained employment in the public service?—Yes, in the Cattle Police Department.

3794. Is this recent order about posts carrying salaries of Rs. 15 likely to affect any of them?—Most of them very much indeed, and unfortunately the best men.

The Hon'ble Mr. *Quinton.*

3795. Do any B. As. attend your College?—Not as a rule, but we get the F. As.

Mr. *Stewart.*

3796. Which class of students do you find on the whole the most apt? —I think Brahmans stand the highest in examinations, and are good at practical work. Some of our best ploughmen are Brahmans. We have no Parsis this year. The Puna College has taken away all that we had of Parsis, and we had a good many the first year. I think of all the classes we have had, the Parsis are much the furthest ahead. Of course they are not an agricultural race, though a number of them have become agriculturists. One Parsi went to England and took an agricultural diploma.

3797. Is it not the case that an agricultural education is much valued in

Mr. *Stewart*—continued.

Mr. *Stewart*—continued.

Native States?—Much more so than in the Madras Presidency.

3798. Under whose management is the portion of the farm which was taken away from you?—Under the Agricultural Department, and they are doing no work now. The machinery and cattle have all been transferred to us.

WITNESS LXIV—10th February 1887.

Examination of the Hon'ble TIRUVARUR MUTHUSWAMI AIYAR, B.L., C.I.E., Judge of the High Court of Judicature, Madras.

Sir *Charles Turner.*

3799. Would you favor us with a statement of your services?—I entered the Government service as Record-keeper in the Collector's Office, Tanjore, on 1st May 1854; afterwards I was appointed Inspector of Schools, in the District of Tanjore and South Arcot, and became District Munsif of three Taluks in the District of Tanjore.

3800. When did you become District Munsif?—On the 12th May 1857.

3801. What age were you in 1857 when you became Munsif?—I was born on the 28th January 1832; I was twenty-five years of age; I was then appointed one of the Deputy Collectors selected by Sir Charles Trevelyan to form the Inam Commission.

3802. That Commission was appointed for the purpose of resuming or assessing with a quit rent grants made of rent-free lands?—Yes; after serving on the Inam Commission for two years I was appointed Deputy Collector and placed in charge of the Treasury at North Arcot. I was then placed in charge of four Taluks in the District of Tanjore. As Deputy Collector I remained in the Revenue Service until 1865, when I was appointed to the office of Principal Sudder Amin of Mangalore.

I held that office from 1865 to 1868, when I was appointed one of the Presidency Magistrates for the city of Madras. I was then promoted to one of the Judgeships of the Small Cause Court of Madras. I was afterwards appointed for a time Small Cause Court Judge of the District of Madras, and I was then selected for a seat on the High Court Bench.

3803. In what year did you enter the High Court?—In July 1878, as an Officiating Judge; and I was confirmed in that appointment by Her Majesty in 1883.

Sir *Charles Turner*—contd.

3804. Have you considered the subjects into which the Commission is enquiring?—I have considered the leading questions; I have not had time to consider all the questions in detail, but I have considered the general questions which are raised by the Commission, and I have made my remarks with reference to those questions.

3805. Will you give us your views on the Statutory Service?—As to the present Statutory system it is not regarded with favor principally by two sections of Native gentlemen, *viz.*, by the higher graduates and by members of the Uncovenanted Service. The former consider that the average graduate supersedes one with higher academic attainments. The latter say that proved merit and ability ought to prevail against young men fresh from colleges. They object to the rules for the reason that they intercept the benefits which the Imperial Legislature intended to confer upon them, and turned it into the channels of wealth and social position in deference to a representation that promotion in the junior ranks of the Covenanted Civil Service would be retarded. As to the general Native public they judge only by results, and the Statutory system being still in its infancy, there has not been sufficient time for them to form an opinion. The persons hitherto selected, speaking of them as a class, are graduates with a tone of thought and feeling evidenced by social position, and the home training available in educated families in this country. The dissatisfaction with the Statutory system is mainly due to the supersession of proved merit and ability in actual service.

3806. Your son, I believe, received an appointment in the Statutory Service?—Yes.

Sir *Charles Turner*—contd.

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3807. He had taken his degree at the University ?—Yes.

3808. What position does he now hold ?—Acting Head Assistant.

3809. What is his present salary ?—He gets the usual salary.

3810. Two-thirds of the pay of the post when held by a Covenanted Officer ?—Yes.

3811. Have you anything further to say on this point ?—In 1840 Lord Elphinstone inaugurated in this Presidency a system of liberal English education which was at a later period succeeded by the University system. For nearly fifty years the Uncovenanted Service has steadily improved and gained to a considerable extent in capacity for responsible and onerous work. As early as 1870 there were in that service men of proved merit and ability, and 33 Vic., cap. 3, section 6, recognized that fact. It premised that men of such merit and ability might be employed in Her Majesty's Civil Service in India, and provided that they might be raised to Covenanted appointments subject to the rules which were to be framed under it. The intention, so far as it could be ascertained from the Statute itself, was to recognize merit and ability in actual service though found in a Native of India, and utilize them by raising him to the Covenanted Service. But when rules were framed under the enactment, the question was raised whether it was desirable to promote Uncovenanted Officers to higher appointments in the Civil Service, and thereby impede the promotion of junior Covenanted Civilians. This objection to the Statute being carried into effect in strict accordance with the premised intention, prevailed, and the Statutory system was the outcome: men of proved merit and ability in actual service being left to remain where they were in the Uncovenanted Service. A feeling of dissatisfaction set in, and it was considered unjust and inexpedient that Uncovenanted officers of standing and tried talent and character should be superseded by young men fresh from colleges, and who might in course of time be enabled to become their official superiors. Nominations made to the Statutory Civil Service in this Presidency are referable to the principle that academic status as a graduate, combined with rank or high social position, is a better guide to selection than mere high position in the University list. In the case of Mahomedans it was considered expedient to represent them in the Statutory Service without insisting upon a University degree, on the ground that English liberal education was in a backward state among them. The principle of selection was not however distinctly announced, though generally known; nor was it carried out with the aid of open competition among young men specially selected for such competition. This awakened distrust and hostile criticism. Then for one year there was a competitive examination among selected men, but it is generally said, the nomination for that year was not guided by the result of that examination. This deepened the feeling of dissatisfaction. It was then deemed proper to nominate from the Uncovenanted Service. Meanwhile, the Public Service Commission was organised.

There is no doubt that in the altered condition of the Uncovenanted Service, and with a growing class of University men who naturally aspire to fill positions of trust and responsibility subject to the condition that they prove their fitness for such positions in any mode which may be prescribed as satisfactory, it is necessary to reconstruct that service and adjust its position in relation to the Covenanted Service, and to satisfy at once the just aspirations of proved merit and ability in actual service and of high academic talent so far as it is practicable to do this with reference to the exigencies of good administration.

I have no hesitation in saying that proved merit and ability in actual service has the highest claim to promotion to the Covenanted Service. On this point, it will be found, there is a concensus of opinion in this Presidency. A graduate, however high his academic talent may be, has yet to prove his

Sir *Charles Turner*—contd.

fitness for responsible work by actual service, and there are several graduates in the Uncovenanted Service with a high University status. That this should be the dominant principle of selection is at once just and expedient. It is such selection that will if carefully made raise the prestige and value of Natives in the Civil Service.

As to the question whether this should be the dominant or the sole principle of selection, my answer will depend on the decision which may be arrived at on the question as to the expediency of holding simultaneous competitive examinations in India and in England. If the decision were in the affirmative, I would make proved merit and ability the sole guide to nomination. If it were in the negative, I would hold a competitive examination in each Presidency, limiting it to graduates, the curriculum being the same as that prescribed for the Civil Service examination in England. With the limitation indicated above as to admission to the examination, I would make the competition pure and simple in every other respect, and prescribe that nomination should follow the order of merit as shown by the results. I would however subordinate this mode of selection to selection for proved merit and ability in service by permitting it only every third year and leaving the number of appointments to be made for that year from graduates to the discretion of Government.

Officers of proved merit and ability will not ordinarily enter the Covenanted Service at the bottom, and I deem it fair to young men of exceptionally high merit as tested by University examinations to enable them to enter the Civil Service at its lowest grade and rise in it together with European assistants. To this extent at least their aspirations should I think be satisfied in case simultaneous examinations are not held in India and in England. It will also have the advantage of bringing the very best University men to the front, many of whom are now deterred by social difficulties from going to England.

Sir *Charles Turner*—contd.

3812. Then you are in favor of simultaneous competitive examinations in India and England?—I am, provided that there is no insuperable difficulty in holding the *vivâ voce* examination. I have no accurate information in regard to it, and it is said, that it is impossible to hold it simultaneously in India. A simultaneous competition is desired, because a good number of educated young men in India will go to England and stay there for some time more readily after they succeed at the competitive examination than before it. The concession is the fairest that can be made. As a mode of encouraging young men to go to England to benefit by healthy social and other influences which give a tone to one's character as a public man, it is the most effective. Even in this Presidency several Sudras will take advantage of it without losing their status in society. The difficulty which is now in their way is not wholly social. The age at which alone one can be admitted to the Civil Service examination is too low; the expense he has to incur is high; and the risks he is exposed to from an uncongenial climate and the temptations of a great city are not inconsiderable. Speaking from my personal knowledge, which is limited to this Presidency, I must admit that many of our best men are not likely to go to England as a rule, at least for the next fifteen or twenty years, and this is a drawback so far as this Presidency is concerned. It will, however, remove the feeling in India that Natives are heavily handicapped when they seek to enter the Civil Service, lest they may outnumber the European candidates. If in the result they do outnumber the latter, which is not likely, I would acknowledge the fact and introduce a limitation as to the proportion which should exist as a matter of administrative necessity.

As between the two alternatives mentioned above I should prefer the former if Natives nominated to the Civil Service in India were encouraged to go to England by providing that, in case they do so within seven

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years from the date of their nomination and before they are thirty years old, and in case they comply with the rules which may be framed as to the mode in which they ought to profit by the visit, they will be placed on their return in the same category with Civilians who enter the Civil Service by competition in England.

My reasons are :—

no such administrative difficulty as is considered likely to be created by simultaneous examinations will then arise;

the young men who will go to England will have the option of doing so;

they will be men of importance and influence whom Native society will seek to conciliate and enable to overcome the social difficulty;

they will visit England at an age when their judgment and self-control will be relied upon by their parents and friends;

the healthy social and University influences available in England will operate upon the very best material available in India as tested by our University system.

In case simultaneous examinations are not held, I would raise the limit of age for admission to twenty-two. The average age at which our young men become graduates is twenty-one, and so far as our graduates are concerned, the University degree is the best ostensible guarantee we have for freedom from prejudice and breadth of view and culture which are in my judgment indispensable among Natives in the Civil Service. As to a system of encouragement by scholarships, I am not in favor of it. Those who will seek them will be found generally to belong to a class of men who need not be encouraged. I prefer to encourage Native gentlemen who have entered the Civil Service to go to England by framing favorable rules in regard to furlough and their allowance during their stay in England and holding out other inducements.

As to the proportion of Covenanted appointments to be held by Natives, I think it should be raised for the present from one-sixth to one-third. I would also reserve power to the Secretary of State to raise the proportion every five or ten years if he deems it fit to do so.

Excepting a few political appointments and certain positions of great administrative importance, I would reserve no appointment for Europeans. I would not reserve Collectorships, though for some time to come the proportion of Judgeships to which Natives are appointed may be higher than Collectorates. I would include among men eligible for promotion to Judgeships, Vakils and Advocates of the High Courts in India. In reconstructing the Uncovenanted Service I would retain the Statutory Civil Service as a distinct branch. I consider this necessary to prevent mediocrity backed by seniority in the Uncovenanted Service being confounded in practice, if not in theory, with distinguished merit and ability in service.

Its retention as a distinct service and as higher than the Uncovenanted Service will stimulate Uncovenanted men to acquire a reputation for merit and ability, and will not lead to Covenanted appointments being regarded as appointments to which mediocrity backed by local influence or favor may aspire as a matter of course after a certain length of service. I understand the expression merit and ability in service as used in 33 Vic., cap. 3, sec. 6, as distinguished merit and ability. The disintegration of the Civil Service as a distinct service, and its absorption into the Uncovenanted Service, will I am afraid remove or impair a healthy stimulus which now exists, and may possibly lead to average efficiency and seniority being mistaken for distinguished merit and ability. There can be no doubt that compensation is fairly due to junior Civilians whose promotion is impeded by the selection of men of proved merit and ability to higher grades of Covenanted appointments. This should be fixed with reference to the period for which the promotion is deferred owing to such selection, and should be awarded as a personal allowance until such time as the junior Civilian is promoted to

Sir *Charles Turner*—contd.

his proper position, the extra charge being met from the saving effected by the reduced scale of pay fixed for Native Civilians. This seems to be the best mode of overcoming the difficulty felt in giving effect to Statute 33 Vic., cap. 3, sec. 6, according to its original intention. I am not however in favor of the introduction of a system generally of guaranteeing pay for one kind of work, and asking the nominee to do an inferior kind of work. If this is done on the ground that the officer is unfit for the higher work, I regard it as an administrative absurdity incompatible with efficient administration. If it is done to provide a training in some special work it is an administrative defect not to provide a proper training ground suited to the position of the officers who are trained. I am not in favor of asking our Sub-Collectors or Head Assistants to learn business by serving as District Munsifs or Sub-Magistrates, and our procedure should tend to raise the tone of the Uncovenanted Service to the level of the Covenanted Service, and not to lower the prestige of the Covenanted Service either in public estimation or in that of Uncovenanted officers.

As to the pay fixed for Natives in the Civil Service the scale requires a slight modification. When the pay fixed for the Covenanted appointment is below Rs. 500, the Native in the Civil Service should get the same rate of pay as the European. For Native Civilians in that position, and who at the age when they enter the Civil Service are generally married men, have to maintain their status as members of the Civil Service.

The definition of Native of India as contained in the Statute seems to me to be open to amendment. If a child is born to an Indo-European when he is staying for a short time in England, that child, according to the Statute, is not born within the dominions of Her Majesty in India. The same would be the case if a child were born of English parents when they visit England for a short time though they are permanently domiciled in India. I do not see why

Sir *Charles Turner*—contd.

persons who, though born elsewhere, make India their permanent domicile should be excluded. I would omit the words "born and" before the word "domiciled." I would also omit the words "of parents habitually resident in India." With these alterations every person domiciled in India and not established there for a temporary purpose only will be eligible for the Statutory Civil Service. In view however to prevent any evasion of the Act for the purpose of entering the Civil Service, I would insert the words "who has previously resided in British India for not less than seven or ten years," in lieu of the words "of parents habitually resident in India."

Another question is how are proved merit and ability to be ascertained. The University lists will show what academic status, if any, candidates for promotion had when they left college. Such men will generally be men of note and they will be found among Subordinate Judges, District Munsifs, Deputy Collectors, Pleaders and Advocates of the High Court, and other officers in the higher ranks of the Uncovenanted Service. A certain length of service, ten or fifteen years, ought to be prescribed as a necessary condition of their promotion. An estimate of their value in actual service can be formed by reference to their official superiors and to actual work done by them. Their character for integrity must be ascertained by careful and confidential enquiry in the districts in which they have been employed, and among European and Native gentlemen who can be trusted to advise Government on the subject. It is impossible to rate too highly the importance of high character for integrity among Natives in the Civil Service. One corrupt man will not only ruin himself but will also bring discredit on the whole class to which he belongs, and I must say from my experience that the official estimate of Native character for purity differs at times widely from the estimate generally accepted as true in the society to which the officer concerned belongs. To preclude the possibility of error on

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the question of character, I would suggest the appointment of a Board of representative Native gentlemen of high social and official position in each Presidency Town, who may be consulted with advantage by Government in regard to persons promoted to the Civil Service.

As to the reconstruction of the Uncovenanted Service, I think it should be divided into the upper and the lower. I would place all appointments, the salaries of which are Rs. 200 or more, in the higher, and all appointments of which the salaries are not less than Rs. 50, and do not exceed Rs. 200, in the lower division. In constituting both branches, I would utilize University culture in the interests of good administration. It seems to me that it is desirable to reserve a certain proportion of Deputy Collectorships and to select for them graduates in the order of merit indicated by the results of the competitive examination proposed by me, excluding those selected for the Civil Service. It is, I believe, a concession which may fairly be made, with advantage to good administration, to the aspirations of young men of exceptionally high academic merit, and it will enable them to start in the Service from the lowest grade of the upper branch. I would also give one of those appointments to a graduate whose social position and wealth would afford reasonable ground for the belief that he would not care for entering the lower branch of the Uncovenanted Service if he is one among the successful candidates. To this extent I would make a concession in favor of social position, good family and wealth. Among the men thus selected, I would attach those who seek to enter the Revenue Service to the Board of Revenue, and those who desire to become District Munsifs to the High Court. After learning business and doing such work as may be assigned to them by the Secretary to the Board in the one case, and the Registrar of the High Court in the other for two years, I would appoint them as Deputy Collectors and District Munsifs. Whilst undergoing the apprenticeship, I would insist on their passing the qualifying departmental test examination. On these conditions being filled I would appoint them Deputy Collectors and District Munsifs. The proportion of appointments to be reserved will be fixed by Government and the High Court with reference to the claims of those already in the lower branch of the Uncovenanted Service.

As to the posts in the lower branch of the Uncovenanted Service I would allow a competitive examination to be held every year for them in two or three centres in the Presidency, and limit it to graduates and under-graduates. I would reserve either two-thirds or three-fourths of the appointments and select the successful candidates in the order of merit. The subjects of examination should be those prescribed as departmental tests. The appointments below Rs. 50 would be made as heretofore.

If these proposals were adopted, I think all the conflicting interests and aspirations will be duly provided for. Colonel Macdonald tried the system of appointing graduates and under-graduates in the Registration Department, and it has proved a success. The marked improvement in the Subordinate branch of the Judicial Service is also due to the increased employment of University men. The same amount of encouragement was not given in the Revenue Department, and our Tahsildars and Sub-Magistrates are, as a class, inferior to District Munsifs. I am not to be understood as denying that there are brilliant exceptions.

The country is passing through a period of transition, and unforeseen administrative exigencies may arise. I would, therefore, reserve power to Government to appoint any one they consider fit to any place, Covenanted or Uncovenanted, as a special case.

Mr. *Ramaswami Mudaliyar.*

3813. You say you would reserve the power to Government to appoint distinguished men from the Uncove-

nanted Service. Would you fix any proportion or leave it to Government to find out the best men and promote them as occasion arises? Would you fix the proportion of appointments to be given to such men or leave it open to Government to decide who are to be promoted and to what extent?—You are speaking of Natives?

3814. Yes, to be promoted to Covenanted posts?—As a special case?

3815. As a special case.—That would depend on the character of the administrative exigencies of the Government. There might be special administrative exigencies unforeseen.

3816. You would give the power to Government?—As a special case.

3817. I do not refer to special cases. I allude to promotion from the Uncovenanted department to Covenanted posts for proved merit and ability. What I want to know is, whether you would reserve a certain number of posts in the Covenanted Service?—I would not at all fetter the discretion of Government.

3818. You would leave it entirely open to Government?—Yes, to select the best men. I have indicated the proportion that should not be exceeded, *i.e.*, one-third. The proportion should be raised from one-sixth to one-third.

3819. One-third altogether for Natives admitted by competition and promotion?—Yes.

3820. And that proportion ought not to be exceeded?—That is the only limit I would impose.

3821. Supposing a simultaneous examination were held in India and in England, how would you regulate the admission?—If there is a simultaneous examination held, then I should require a successful candidate to go to England to spend there a certain number of years, and also to comply with the rules which may be framed for enabling him to profit by the social and University influences which are available there. After he complies with those rules he will then enter the Civil Service and he should be placed in the category of Covenanted Civilians. The proportion

of one-third I did not intend should depend upon the number of men that enter the Civil Service by open competition in England. This proportion I intend for the number of men who are appointed to the Civil Service by nomination.

3822. Supposing then there were a simultaneous examination in India, you would limit the number of appointments to be given to Natives and fix a proportion?—Not for the present. I also stated that if it is hereafter found that the number of successful candidates is in excess of the administrative exigency, a limitation may hereafter be introduced.

3823. For the Statutory Civilian, do you think the initial pay of Rs. 200 is sufficient?—I have stated already that the rule requires an amendment, because unless the official income is supplemented, the Statutory Civilian is not in a position to maintain his status.

3824. As to the Uncovenanted officers I wish to know whether any applications are made in Criminal cases to the High Court for transfer of cases from Deputy Magistrates to other Magistrates?—As far as I recollect there have been some, but such applications have been few.

3825. In cases of riots, or where there is party feeling displayed by the parties, are you aware of any instances where such applications have been made to the High Court for transfer of cases from Deputy Magistrates who are divisional officers to other Magistrates, on the ground that the Deputy Magistrate belongs to one of the opposing nationalities, when it is a dispute that has sprung up from race feeling? Have they been generally complied with on that ground?—In some cases these applications have been granted.

3826. On the ground that the Magistrate was either a Hindu or Mahomedan, as the case may be?—On the ground that it is a case in which the ends of justice require that the trial should be held before one who is not in a position to be swayed by the party spirit that may be said to

Mr. *Ramaswami Mudaliyar*—contd.

Sir *Charles Turner*—contd.

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prevail. And some such applications I remember were made with reference to the Salem riots.

3827. From any other districts?—I do not recollect. There have been many other applications.

3828. I suppose the High Court is in a position to speak of the Magisterial work of Deputy Magistrates as a class?—Yes.

3829. Has it been found that the work has been satisfactorily done by them as a class?—The work has been done in a very satisfactory manner, that is, the criminal work of Deputy Magistrates: that is the opinion which I have derived from a perusal of the calendars.

Sir *Charles Turner.*

3830. Of which grade of Magistrates are you speaking?—There is only one grade of Deputy Magistrates. I am talking entirely of Divisional Magistrates. It is only first class Magistrates I allude to.

3831. In the matter of awarding punishments has it been found that as a class they have not been using proper discretion, that is, they have either awarded punishments in excess of the merits of the case or not as much punishment as they ought to have awarded?—With reference to first class divisional officers, no. I think the punishments they award are suitable and such as ought to have been awarded. I do not think the fines inflicted by them or sentences passed by them are unduly lenient.

3832. As a class has it been remarked that they show partiality?—There have been complaints made against particular individuals, but there has been no complaint against them as a class.

3833. As to Tahsildars, their Magisterial work does not come much before the High Court?—No. Their calendars are not sent to the High Court, but occasionally cases are referred by District Magistrates or by Sessions Judges which have been decided by Tahsildars and Subordinate Magistrates, and in dealing with those cases the quality of work done by Tahsildars and Subordinate Magistrates has come under the observation of the High Court.

3834. Has it been found that as a class they do their work satisfactorily as far as the High Court is in a position to judge?—I think that so far as the criminal work done by Tahsildars and Sub-Magistrates is concerned, it might be done in a much better way than it is done at present.

Mr. *Nulkar.*

3835. If a simultaneous examination is held in India for the Covenanted Service how many candidates from this Presidency do you think would pass, supposing the age is raised to twenty-three. Of course the standard of examination would necessarily have to be raised?—I must refer to the University calendar. I think that one-eighth of the first class graduates and seven-eighths of the second class, who but for special circumstances would have had a place in the first class, would succeed.

3836. Have you many first class graduates here?—No, some years we have had no first class graduates at all.

3837. Thus it is not certain that on an average more than one would succeed annually at that rate?—I think on an average one or two; in very favorable years three might succeed.

3838. You do not expect the number to exceed three?—I do not, from the materials before me, think that the number that will succeed will be more than three.

3839. In some years there may not even be one?—That is quite possible; it depends on the material available in the University for the year.

3840. Then if such a simultaneous examination is granted, you do not think it probable for many years to come that the number of Natives who pass from this Presidency would be excessive?—I do not think that the number will be considerable, but it must also be borne in mind that liberal education is spreading every year throughout

Mr. *Nulkar*—continued.

the Presidency, and the opinion I express now is an opinion formed with reference to the materials available at present. In the course of five years hence the number that may succeed may be larger than the number who will probably succeed at present.

3841. As regards your suggestion that a Board of Native gentlemen should be appointed as judges of Native character, do you think such a Board feasible?—I did not say as judges, I said as advisers of Government.

3842. Are they to give their advice confidentially?—It should be confidential. They should be consulted confidentially, and their opinion should be treated as confidential.

3843. I thought you suggested the Board were to express their opinion publicly?—In the preceding sentence I said both European and Native gentlemen should conduct a careful and confidential enquiry.

3844. Would you keep even the names of this Board confidential; if so, how are the public to know who are the advisers in the matter?—My idea is that, though I have mentioned the Board in my remarks in connexion with the question now raised before the Commission, this Board might be appointed by Government for the purpose of consultation in regard to all matters, both legislative and executive, in regard to which it may be deemed material to ascertain the thought and feelings of the Native community.

3845. You would have the names of those who compose the Board well known to the people?—Yes, I would.

Mr. *Stewart*.

3846. In the term Native of India in the Statute 33 Victoria, Cap. 3, Section 6, would you include subjects of Feudatory Native States, say Mysore for instance?—I would. I would include all Her Majesty's subjects without any exception whatsoever, and subjects of States in subordinate alliance. For the purpose of this Act I would treat them as Her Majesty's subjects.

Mr. *Stewart*—continued.

3847. Am I right in understanding that you would, if the Statutory Service is retained, limit the appointments to persons of proved merit and ability in the Uncovenanted Service?—I stated in my answer that I would do so, provided there was no simultaneous examination in India.

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3848. You think ten or fifteen years' service at least would be required to judge fairly of merit and ability?—That is my impression.

3849. To what appointments in the Covenanted Service, as a rule, would Uncovenanted Service men be promoted?—To the office of Sub-Collectors; to District Judgeships, and also, in some cases, to the office of Head Assistant.

3850. I understand you to say that for Deputy Collectors you would have graduates with two years' training only in the office of the Board of Revenue?—A certain number of Deputy Collectorships should be set apart for them by Government. With reference to the claims to promotion of those in the lower branches of the Uncovenanted Service, I would only reserve a small percentage, a proportion of appointments varying from one-sixth to one-eighth.

3851. All the Revenue training that you would demand from men aspiring to become Deputy Collectors would be two years mere office work in the Board of Revenue?—Two years' apprenticeship in the office of the Board of Revenue.

3852. Would you have no field training? How would they gain experience of Revenue duties with regard to crops, land tenures and matters of that kind?—I think they would acquire experience in the same way that our Assistant Collectors acquire it.

3853. Are not Assistant Collectors put under a Collector for a certain time in the Mufasal?—They are, but still they are employed as Assistants and they learn the business. I suppose all these Deputy Collectors will for the first year be appointed by Collectors to do such work as they can do, and it is for the Collector to assign the work that ought to be done by them.

Mr. *Stewart*—continued.

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3854. You would not put them in as full Deputy Collectors at once?—Some of the Deputy Collectors are at once entrusted with the most important work that has to be done, especially in cases of young men, before they obtain some experience of the work that will be assigned to them, and which will require considerable experience.

3855. With reference to the Covenanted Service, if there is an examination in India as well as in England, why do you insist on its being identical?—Because these men ought to have a place among the candidates that enter the Civil Service by open competition, and therefore it is that their merits should be tested in the same way.

3856. Do you insist on having one list of selected candidates for both examinations?—Yes.

3857. Suppose thirty appointments are to be given away in one year, what is your objection to give say twenty for competition in England separately and ten for competition in India separately, the standard presumably being the same?—It is not desirable that any proportion should be fixed unless there is an absolute administrative necessity for it. If it is considered that those who can go to England and profit by the social influences that are available there may be appointed to the Civil Service, I would not limit the proportion; I would not fix any proportion unless there is a clear administrative necessity for it.

3858. I do not limit the number of Natives at all; I say certain appointments to be open to Europeans and Natives in England and certain others to Europeans and Natives in India, what is the objection to that?—I see no objection to it.

3859. Do you think that would meet the wishes of the educated classes in India?—Is it to be in addition to the one-third?

3860. I do not say any proportion at present. That would depend on whether the Statutory Service is retained or not retained, but how would a proposal to give a limited number of appointments for separate competition in India be regarded?—It would satisfy graduates no doubt, but at the same time there is the difficulty that men of proved merit and ability in the Uncovenanted Service ought to have a place in the Covenanted Service.

Mr. *Stewart*—continued.

3861. Might not some Statutory provision be retained for that purpose as well?—That is exactly what I propose, to raise the proportion from one-sixth to one-third, and to promote men of merit and ability from the Uncovenanted to the Civil Service; and if a simultaneous examination is not held, to hold a competitive examination limited to graduates, and to appoint the most successful candidates once every three years.

3862. Why would you make a University degree a test of qualification for competition?—Because I have always found from experience that the tone of the administration is considerably increased owing to the extended employment of Native talent tempered by University culture.

3863. Is there no chance of young men getting a liberal education in Madras except by going to the University?—I do not consider that by private study they can attain the same amount of culture that they can if they attend our colleges.

3864. Are there not missionary and other schools of a very high character that turn out young men of liberal education?—Their culture is not coordinate with that of graduates.

3865. Do you know whether in England a University degree is required for administrative posts?—It is not, but so far as University culture can be utilized in the public service it will be an advantage to utilize it in every way.

3866. Do you think it should be made a *sine quâ non* in England?—I do not say it should be made a *sine quâ non*, nor would I make it a *sine quâ non*. Wherever a large proportion of University culture can be utilized, I would certainly utilize it in the interest of good administration.

3867. Are you in favour of separating the Revenue and Magisterial

Mr. *Stewart*—continued.

functions of Tahsildars or Deputy Collectors and Magistrates?—No, I am not.

3868. You would not advocate a plan by which the Magisterial work should be made over to Subordinate Judges and Munsifs, would you?—No, I am not in favor of the plan, because I think it is necessary that officers of both branches of the service should be able to fill situations in either, or at all events should have a general knowledge of the style in which both kinds of work ought to be done. I believe that Deputy Collectors have to decide what are called rent cases; they have other kinds of judicial work to do. A certain amount of elementary knowledge of law is necessary in their case, although the quantum of knowledge may be inferior to the quantum necessary in a man holding a judicial appointment, such as that of District Munsif or Subordinate Judge, and I must also say that all judicial officers ought to be thoroughly conversant with the system of land-tenures in this Presidency, in order that they may do their judicial work with efficiency, and the present system satisfies the conditions that are necessary and I should not change it at all.

3869. Have you not heard complaints that Tahsildars having to go visiting different places in their Taluks, considerable inconvenience is suffered by witnesses and complainants in being obliged to travel about the country after them?—No doubt there has been some inconvenience felt occasionally, only occasionally; but generally, I believe, the Deputy Collectors adjourn cases to a day and to a place where the witnesses and the parties concerned will not find it inconvenient to attend, and now with the system of Railway communication in this Presidency the inconvenience is reduced to a minimum.

3870. What was the first appointment you held of over Rs. 100 a month?—The office of a Deputy Inspector of Schools. My pay then was Rs. 150.

3871. Did you hold any Revenue appointment over Rs. 150 a month?—I held only the office of Deputy Collector.

3872. When you reached the post of Deputy Collector you had gained great experience I suppose from having held subordinate posts previously?—I did not previously hold any subordinate appointments in the Revenue department.

Mr. *Stewart*—continued.

The Hon'ble Mr. *Quinton.*

3873. You said certain administrative exigencies might justify the Government in limiting the number of Natives who passed the simultaneous competitive examination. What would be the nature of those exigencies?—If the time should arrive when the proportion between the successful European candidates and the successful Native candidates is in excess of the administrative exigencies here.

3874. What would you consider an excess of the administrative exigencies?—I am one of those who think that a certain proportion of Covenanted appointments should, for nearly a century to come, be in the hands of Europeans.

3875. Why do you think so?—I think that all the important administrative positions should be in the hands of Europeans for fifty or hundred years to come.

3876. Will you give us some reasons because your opinion is of great value?—The reason is that the retention of such agency is necessary for good government.

3877. You would recommend that all candidates who succeed at the simultaneous examination in India should afterwards be sent to England for training?—Yes.

3878. Do you think that a training and residence in England would improve the efficiency of a man as a public servant?—Provided that he spends his time in England under rules framed as to the mode in which he should spend it.

3879. Suppose that he spent his time in hard study in England before the examination; do you not think it would be still more effective for the purpose?—I think the other alternative would be better, because he will

The Hon'ble Mr. *Quinton*—contd.

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have to devote the greatest portion of his time to study and the greatest amount of his attention to the gentleman who prepares him for the Civil Service examination, whereas if he is able to go to England after he succeeds, he will devote the whole of his time to self-improvement, and therefore my own impression is that a visit to England after he succeeds at the competitive examination is likely to enable him to profit more by the social influences in England than a visit before he passes his examination.

3880. To what classes would the men who would be likely to succeed at the competition in India, belong? Are they likely to be Hindus or Mahomedans, and if Hindus, Brahmans or Sudras?—They are likely to be Hindus.

3881. You speak only of those?—Yes, at present the Brahmanical element preponderates, but the number of Sudra graduates is annually on the increase. It is also necessary I should state, so far as graduates of the University are concerned, that among themselves, they do not attach any great importance to the distinctions of caste, although they do not eat together at the same table. I may also say that in the Inam Commission the best friend of all the Brahman Deputies was Sadasiva Pillay, who is now no more, and who was a Sudra.

3882. You say that graduates among themselves do not attach much importance to caste. Then the objection to going to England to compete on the part of the men who would be likely to succeed—which you told us would be very few—would not be a caste objection?—There are caste difficulties. What I said was this; although they are University graduates, still a Sudra and a Brahman would not eat together; but they will treat caste feeling and caste prejudice which still exists among orthodox Brahmans as non-existing among graduates, that is what I meant.

3883. Do you advocate a simultaneous examination in India in order to meet caste prejudice and the objections of those who might be deterred from going to England on the ground of caste prejudice?—Not on that ground.

3884. On what ground?—To remove difficulties in the way of Natives competing. The English training will give to graduates thought and feeling and a higher tone than can be had in India.

Sir *Charles Turner.*

3885. You are asked whether you advocate sending a man to England after he has obtained an appointment, in preference to sending him to England before he has obtained an appointment, on the ground that he would be debarred from going before by religious scruples?—It is not simply on that ground. There are other difficulties. There are many Sudras who may overcome religious scruples, whose parents would not send them at an early age to pass the examination.

3886. But if the age were raised would not that objection be minimised?—It would be minimised, but there would still be a certain class of very good men who would be deterred by social difficulties from going to England; that is not confined to Brahmans, but extends to the higher classes of Sudras.

3887. Do you think successful candidates would be found among that class?—Yes I think so. I think a good proportion will be found among them.

3888. If a simultaneous examination were held in India, and for a series of years nobody passed, or one man passed, as you think possible, do not you think that pressure would be put on the Government to lower the standard of the examination?—So long as Natives are made eligible for proved merit and ability, I see no necessity for putting any pressure on Government to add to the number of Natives to be raised to the Civil Service, unless their educational attainments are such as to enable them to pass the Civil Service test.

3889. Would you use the Statute for the purpose of supplementing the number of candidates in the Service in case a certain number fail to pass in England or in India?—I

Sir *Charles Turner*—contd.

would use the Statute for rewarding men of proved merit and ability. At present there are two systems available—one by nomination and one by open competition in England. I speak of proved merit and ability in connexion with appointments by nomination. In the other case I speak of men who enter the Civil Service by open competition. The only distinction which I intend to make is in advocating a simultaneous examination if it is possible to hold a *vivâ voce* examination here, that the successful candidates should be compelled to go to England after they pass the examination and not before they pass the competitive examination. It is a matter in my judgment of no consequence, for the purpose of ascertaining the actual results of the examination whether they are examined in India or in England. The place where the examination is held is a matter of no consequence, provided the subjects are the same, the questions prescribed are the same, and the answers valued by the same standard and tested by the same *vivâ voce* examination. But before they are employed for purposes of administration, I am one of those who attach very great importance to the tone which may be derived from the social and University influences available in England, and to this the amount of general knowledge which only educated men can acquire by study in England for a certain time; on that ground, and with a view to raise the tone of the Native successful candidate, I advocate also that he should be compelled to visit England after he passes the examination here, but my advocacy is somewhat qualified for this reason: the very best material here could not be utilized in that way. On that ground I propose an alternative between the two courses of holding of a competitive examination, limiting it to graduates and Natives, the holding of a simultaneous examination, and insisting upon all successful candidates going to England and studying there for some time.

3890. With regard to your statement that you think that two or three men would succeed in every year from this Presidency if a competitive examination were held in India; are you speaking of men who have completed their University careers?—I am speaking of men who have completed their University careers.

3891. A University career would be completed at about twenty-two or twenty-three?—Yes.

3892. Then unless the age was raised you think there would not be so many who would be likely to succeed?—Still every year there are first class graduates: there would be some men who would have a good chance of success.

3893. At nineteen?—Not at nineteen: at nineteen there would be no chance of success.

3894. Have you yourself compared the papers set at the examinations in England when the limit of age was twenty-three, and the papers set since the age has been reduced?—I have not compared them regularly, but on one occasion I had an opportunity of reading the papers set on both occasions, but it was only on one occasion.

3895. Did you notice whether there had or had not been a considerable reduction in the standard?—Yes, there was a reduction in the standard.

3896. It has been said by some persons that the examinations formerly were for educated men, and that the examinations since the age has been reduced have been solely for boys. Do you think that criticism justified?—I think to a certain extent the criticism is justified by the reduced standard.

3897. If the age is raised, bearing in mind the former standard, do you think two or three candidates would pass annually from this Presidency?—The number would be less: there would be some men, however.

3898. Have you had any opportunity of comparing the intellectual training of men of other Presidencies with the training of men at Madras, so that you can tell us whether Madras would hold its own in competition with all India?—My impression is that Madras would beat other Presidencies.

Sir *Charles Turner*—contd.

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3899. With regard to the Presidency of Madras, can you tell us whether the state of progress in the different districts of the Presidency is at all equal, or are there some districts in the Presidency very much less advanced in progress than others?—Some are backward, especially in the North.

3900. Do you consider that English administration is more necessary in backward Provinces or in Provinces which are more advanced?—It is more necessary in Provinces which are in a backward condition than in Provinces which are comparatively advanced; but I should also say that it is necessary in the whole of the Presidency.

3901. But especially in the backward Provinces?—Especially in the backward Provinces.

3902. If we had one part of India in which the progress was backward, as for instance the Central Provinces, and another part of India where progress had been considerable, as, we will say, in the greater portion of the Presidency of Bombay, you would require a stronger English staff for the backward Provinces than you would for the more advanced Provinces?—Certainly.

3903. With regard to your proposal that District Judgeships should be thrown open more largely to Natives than at the present time, could all District Judgeships be given up at once?—No; I think it would be necessary to retain a sufficient number of District Judgeships to enable us to select Judges for the High Court from among their number; at present one-third of the number of Judges of the High Court should be Civilians. For important districts, I would also have European Judges.

3904. A scheme has been suggested to us that it would be better to abolish District Judgeships and to create Assistant Judgeships, so that one judge might take two districts and have a training place for young judges. The judges would take the chief judicial work of the districts, while under them would be assistants obtaining their training?—That system does not recommend itself to me. My impression is that graduates are thoroughly competent to do Judicial work, and are more competent to do it than Revenue work. I would employ them in the interests of the administration to a much larger extent in the Judicial service than in collectorates. I would certainly employ them to a considerable extent in the subordinate branch of the Revenue service.

In filling the office of Collector, it is not mere efficiency of work that has to be considered; there are also other circumstances of a political character. The Collectors have a number of European Assistants and Head Assistants, and it is necessary in the interests of good administration that a feeling of perfect equality and cordiality should exist between them. In this view I think that in important districts, where there is a large number of European subordinates, the office of Collector should be held by Europeans.

3905. As to District Judgeships?—There are twenty-one or twenty-two District Judges. I would give about half the number to Natives at present.

3906. Do you not want some appointments to train Covenanted Civilians for Judicial work?—They are wanted. There is the office of Registrar of the High Court and Deputy Registrar of the High Court; Covenanted Civilians also acquire some judicial experience in the trial of criminal cases, but then, so far as the knowledge of the civil work is concerned, there is reason for the complaint that there is not sufficient opportunity for training them. I do not think it would be amiss to create one or two Assistant Judgeships for that purpose, and limited to that purpose.

3907. The District Judge is not only a judicial officer, but to a certain extent he is an administrative officer; and his duty is to supervise the expenditure of the subordinate courts, to exercise a supervision over the ministerial appointments in those courts, and at times to suspend in emergency even Munsifs and Subordinate Judges?—Yes, he has the power.

Sir *Charles Turner*—contd.

3908. Do you think that there are many Natives at present in the service who could be entrusted with those functions?—Yes.

3909. With regard to the trial of Sessions cases, do you think there are many of the Native judges who could be entrusted at once with the power to try Sessions cases?—Some of our senior Subordinate Judges may be safely entrusted with criminal jurisdiction, in my opinion.

3910. With regard to the purity of Munsifs and Subordinate Judges, what do you say about their freedom from corruption?—The majority of them, speaking of them as a class, are I think pure; they have a reputation for integrity of character, and in this respect there has been a very great improvement owing to the employment of University talent.

3911. You attribute the improvement in official morality which has been observed during recent years to the employment of educated Native labour?—Yes.

3912. So that educational institutions in this country have achieved in a measure their object by improving morality?—To a considerable extent.

3913. With regard to the Revenue side, are Revenue officers regarded as equally pure as those who administer civil justice?—The public estimate is that Native character, as observed in the Judicial service, is higher in type than in the Revenue service. It is not thought that the subordinate officials, such as Tahsildars and Subordinate Magistrates, are as pure as District Munsifs.

3914. What is your opinion on that point?—My opinion is that there are some honest men, but the proportion in the Judicial service is much larger.

3915. To what do you attribute the difference?—To the fact that the same encouragement has not been given to University culture and to the employment of educated men in the revenue department as in the judicial.

3916. You say you would not separate the Magisterial and Revenue functions of Deputy Collectors. Has it not been the case that there have been frequent applications to the High Court to order a re-hearing of cases which have been struck off by reason of the failure of parties to attend in the Courts of itinerating Magistrates?—Generally these applications were due to ignorance on the part of Deputy Collectors that there should be a definite place specified in the summons.

3917. Has it not been found necessary to urge the Government to require Deputy Collectors to fix dates on which they will hear cases at Head-quarters?—Yes.

3918. Has not the Court been informed from time to time that it is impossible for executive officers to fix dates on which they will be able to hear cases?—Representations have been made to that effect.

3919. You consider that by reason of the extension of Railway communications the difficulties are not so great now as they used to be: are there not districts and sub-divisions in which there is no Railway at all in this Presidency?—There is Railway communication in the Southern Districts. Very much depends upon the area of a Deputy Collector's division. I think a Deputy Collector may adjourn cases to particular days on which it would not be very inconvenient for the parties to attend.

3920. Were there not complaints of this sort from the Districts of Tinnevelly and Trichinopoly?—There were complaints.

3921. I observed that in your answers to Mr. Stewart you mentioned only Deputy Collectors on this question of combined jurisdiction, would you separate the Magisterial and Revenue powers of a Tahsildar?—Of course I see no objection in the case of Tahsildars to the separation of Revenue and Magisterial powers, but when that is done I do not see to whom the officers who are to be called on to exercise criminal powers should be subordinated. If District Munsifs are to exercise criminal jurisdiction and are to be subordinate to Collectors I do not think the system is one I should adopt.

Sir *Charles Turner*—contd.

The Hon'ble *Tiruvarur Muthuswami Aiyar.*

3922. Supposing Registration officers were made Magistrates, how would that operate in your judgment. Do you know that all Registration officers are graduates?—So they are.

3923. Was it not proposed by the High Court that Magisterial jurisdiction should be conferred on Registrars who are permanently located at certain stations so as to be accessible to all parties concerned in criminal cases and who are graduates?—I think it might be done.

3924. Would it be a better system than the combination of Criminal and Revenue functions in Tahsildars?—To a certain extent it would be a better system, but there is this inconvenience—these Registrars would be subjected to two masters.

3925. With that exception do you see any difficulty in the system?—I see no difficulty.

3926. Have you heard any complaint against Tahsildars that they exercise their Magisterial powers tyrannically or oppressively?—Yes.

3927. Will you tell us whether you have observed any want of sympathy with the labouring classes in the imposition of sentences of fine by the criminal courts?—That is a matter of frequent occurrence, and the High Court has often to interfere.

3928. The High Court has very frequently to reduce fines because they are disproportionate to the means of the offender?—Yes.

3929. Does this occur frequently in cases in which the offence imputed is a contravention of a Municipal or Police regulation rather than a crime?—Yes. I have often found the fines imposed have no relation to the means of the offender, and in many cases we order further enquiry into the means of the offender, and in the majority of cases called up for revision we reduce the fines.

3930. You told us that you thought English education was very largely increasing in this Presidency?—Yes.

3931. Has not higher education hitherto been largely favored by Government both by direct expenditure and by indirect encouragement?—Until a few years back it was very largely favored, and since the Education Commission was appointed, I think the tendency has been to favor primary more than higher education.

Sir *Charles Turner*—contd.

3932. Higher education has been indirectly favored by the rules of Government requiring certain educational qualifications for employment in any post under Government carrying a certain salary?—It has.

3933. Do you not think the time has now arrived when, instead of endeavouring to encourage a vast number of men of small means to avail themselves of University education, we should apply ourselves rather to improve our secondary education and fit men for a commercial life or for those branches of the public service which do not call for the highest intellectual education?—I am also of those who consider that higher education is sufficiently advanced to take care of itself, and that more attention ought to be paid to technical and secondary education.

3934. I believe Government has already raised the fees for higher education?—Yes.

3935. Do you think that was justified by the present state of education in this Presidency?—Yes.

3936. We were informed in Bombay that it was highly undesirable that Government should withdraw altogether from the higher education of the country, inasmuch as it was necessary that Government should maintain certain institutions as standards to which other institutions should work up. Do you agree in that view?—My impression has been this—that Government should not at once withdraw the encouragement which it gives to higher education, but that year after year it should reduce the amount of encouragement in proportion to its spread, and eventually withdraw from the field, leaving one College in the Presidency town to stand as a model for all the indigenous Colleges which may come into existence.

3937. Do you not think it desirable that Government, for some time to come, should maintain Colleges capable of imparting what it considered to be the highest form of education, in order to prevent the

Sir *Charles Turner*—contd.

higher education from becoming too Oriental ?—Yes.

Mr. *Ryland.*

3938. Should the Board that you would appoint to advise Government, be composed of Natives only or of all classes ?—I said representative Natives. I wanted the Board in order that Government may be placed in a position to correct any misapprehension which may exist on the subject.

Sir *Charles Turner.*

3939. You said you would approve of Government now throwing its energies into technical education. I believe we have an Agricultural College established close to Madras ?—Yes.

3940. Do you know the curriculum of studies at that College ?—I have not looked into it, but I have a general idea.

3941. Do you think that it would be advisable to require all young men seeking appointments in what would be the middle grade of the Public Service in the Revenue Department, to pass a certain time in one of those Colleges, where instruction is given in scientific and practical agriculture ?—Yes; I think it would be a great improvement.

3942. If a youth obtained a certificate of having passed a course of study at the Agricultural College, in that case would you put him on a par with candidates who might have a higher literary qualification; for instance, would you give a man with a middle class certificate and an Agricultural College certificate, equality in his claims for an appointment with a B.A. or Matriculate ?—Where technical knowledge is of great importance, I would give him the appointment; where higher status and higher tone of character are requisite, I would select the graduates.

3943. Are not the appointments of Tahsildars, appointments which peculiarly call for knowledge of agricultural conditions ?—Yes.

3944. A Tahsildar ought not only to be acquainted with our Revenue system constituted by laws and regulations, but also to know agriculture ?—Yes.

3945. For such an appointment, would you give a man who has obtained a certificate from the Agricultural College preference over a man who had not, appointing him first to a lower post to train him ?—I would make it one of the necessary qualifications for the office of Tahsildar.

Mr. *Nulkar.*

3946. Would you make a University degree a requisite educational qualification for all subordinate posts in the administration ?—Yes, generally, but not for all subordinate posts. What I propose is this : In the upper branch a very few appointments to Munsifships, one-sixth or one-eighth, a small proportion should be reserved for the promotion of the ministerial staff, thus constituting the lower branch of the Uncovenanted Service that I proposed.

3947. I am speaking of the still lower branches, subordinates in Tahsils, even places below that. You would have Government make this rule, that a University test should be the test for all those appointments ?—Yes.

3948. Has any objection been raised on behalf of the administration in this Presidency that a University test is not sufficient to get into the service men who can enter on their duties at once, that is, that they are not practical men ; they are men who have to learn their duties, seeing that the University test is intended as an academical test only ?—With regard to University men who enter the service I have heard it said in certain quarters that during the first or second year they are not as good as men older than themselves in the service, but I have always heard it said that University culture gives a considerable capacity to pick up a knowledge of details, and I refer to their general principles, which render these men of special value in the service.

3949. Has that fact been acknowledged by Government, by heads of departments, for instance, in this Presidency ?—At all events Government

Mr. *Nulkar*—continued.

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The Hon'ble *Tiruvarur Muthuswami Aiyar.*

made it a rule that appointments carrying certain salaries ought to be filled only by men who are Matriculates.

3950. Have heads of departments raised any objection to a University test being the test for first appointments?—Actual experience has always been considered to be of great value. I do not desire to be understood as saying that a University test ought to be accepted as the standard of efficiency for the Public Service. All that I intend to state is that great encouragement ought to be given to University men to enter the lower branch of the Uncovenanted Service by reserving a certain proportion of appointments, and thereby their University culture ought to be utilized.

Mr. *Stewart.*

3951. Have you heard of University men after entering the service having failed altogether?—There are some.

3952. Is that of frequent occurrence?—In the case of the majority, as far as I am able to judge, there has been marked success.

3953. Has it often occurred that graduates have entered the service and suddenly retired from it?—Probably they have not been treated well, or there has been some other special cause. I also say that our friend Ramaswami Mudaliyar, who was District Munsif, thought that by becoming a Pleader of the High Court he would do better and he resigned his office.

3954. Do you think that the strength of the High Court might be considerably reduced if some of the trifling Original work of the Presidency were taken away from it?—I do not think the present strength of the High Court could be reduced.

3955. Take the work on the Original Side of the High Court, could not a great deal of that be taken away and given to Presidency Small Cause Courts?—I admit there is some of the work on the Original Side that might be taken away with advantage, but I do not think the present strength of the High Court is greater than is necessary.

Mr. *Stewart*—continued.

Sir *Charles Turner.*

3956. The scheme now before the Government for removing from the High Court a certain class of business and transferring it to Courts of first instance with a cheaper judicial staff was originally advocated by the High Court of Madras, I believe, and that Court has three times during the last fifteen years addressed Government on the subject?—Yes.

3957. I think the proposal originated with Sir Walter Morgan, the then Chief Justice, and Mr. Busteed, the Chief Judge in the Small Cause Court. And the proposals of the Court are still before Government?—Yes.

3958. As a fact, have there not been cases of partition where the whole value of the estate has been swallowed up in court fees?—Yes.

Mr. *Stewart.*

3959. Is that not an additional reason why cases of partition should be heard by the Small Cause Court?—Portions of the jurisdiction of the High Court on the Original Side may be transferred to the Small Cause Court, but admitting even, or assuming that their transfer is advocated on economical grounds, the present strength of the High Court is not greater than is necessary for doing satisfactorily the work, Original and Appellate, which would still remain to be done.

3960. How many Judges sit now on the Original Side?—We set apart one Judge generally for the Original Side.

3961. And the work of the Court is heavy?—Very heavy.

3962. Have you anything you would like to add?—No.

WITNESS LXV—10th February 1887.

Examination of M. R. Ry. T. Ganpati Aiyar Avargal, Subordinate Judge, Kumbakonam, Madras.

The Hon'ble Mr. *Quinton.*

3963. How long have you been in Government service?—Twenty-seven years.

3964. In what capacity did you enter?—As translator.

3965. On what pay?—Rs. 50.

3966. What post did you subsequently hold?—Head writer on Rs. 70; District Munsif on Rs. 200; then District Munsif on Rs. 300, and Subordinate Judge on Rs. 500. I am now Subordinate Judge on Rs. 650.

3967. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system is not approved.

3968. What are the grounds of disapprobation?—The best men available are not selected.

3969. Are the defects in the existing system susceptible of remedy by an amendment of the rules or by an amendment of the Statutory provisions in that behalf, or should those provisions be repealed?—The Statute ought to be retained, but the rules framed thereunder ought to be amended.

3970. If the provisions of the Statute are not repealed or substantially amended, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—The Statute need not be amended if the words in the Statute "Natives of India of proved merit and ability" mean persons who have distinguished themselves in the Uncovenanted Service and at the Bar.

3971. Would you require the persons selected under the Statute to go to England?—The selected candidates should be encouraged to proceed to England.

The Hon'ble Mr. *Quinton*—contd.

3972. You would not require them to do so?—No.

3973. In what way would you encourage men appointed from the Uncovenanted Service or the Bar to go to England?—I would make a distinction in the Furlough rules applicable to Statutory Civilians.

3974. That is the form your encouragement would take?—Yes, and grant them some allowance.

3975. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Dissatisfaction is felt with the existing system of recruitment for this service, in that it does not afford the educated Natives of India even chances of competition with the English candidates.

3976. Would you make any changes; if so what?—The Natives labour under great disadvantages in competing for the Covenanted Civil Service. The age limit is almost prohibitive. It is only in the middle classes that a great many intelligent and educated men are found, but they cannot afford to go to England. In the case of young men who are able to go, there is no guarantee that they would conduct themselves properly in England. Unfortunately there have been one or two cases of misbehaviour. Under the present system, a young man has to go to England at the rather early age of nineteen, and with no certainty of success in the examination. I would raise the age to twenty-three—an age when a young man's character must have been formed, and ask for simultaneous examinations being held both in India and in England. Only graduates of the Indian Universities should be allowed to compete for the examination. They should produce certificates of moral and physical fitness. No addition to the subjects of the examination is necessary, but

The Hon'ble Mr. *Quinton*—contd.

Arabic and Sanskrit ought to be placed on the same footing as Greek and Latin as regards marks.

The examination in India should be identical in every way with that held in England with the above exception. Bombay should be the only centre of examination for the Indian candidates. The English and Indian candidates should compete with one another, and the successful candidates should be classified in one list in order of merit. Some of the Madras witnesses have referred to a difficulty about the *vivâ-voce* examination, but I think the Hon'ble H. E. Stokes has suggested in his evidence a solution of the difficulty. The apportionment of appointments is not consistent with the principle of competition on equal terms. The successful candidates should be compelled to go to England for training. They should be paid their passage to and from England, and granted, while in England, some allowance in the same way as is done in the case of their English compeers.

3977. Are the young Natives who enter the service by the English competition the best we could obtain under any system?—We had only one Native obtained under the existing system of the open competition in this Presidency, and he was the best as regards character and capacity that could be obtained under any system.

Mr. *Ryland.*

3978. How can the hardships be lessened if a man, after competition, goes to England?—If the candidates go at an earlier age they have no one to take care of them.

3979. That is the reason?—Yes.

The Hon'ble Mr. *Quinton.*

3980. If the limit of age is raised would not the hardships be minimised?—Yes.

Mr. *Ramaswami Mudaliyar.*

3981. If merely the age was raised would young men go to England to compete for the Covenanted Civil Service?—I would not say that; many would be reluctant to go on account of religion, &c. This will vanish by and by.

Mr. *Ramaswami Mudaliyar*—contd.

3982. You are a Brahman yourself?—Yes.

3983. Do you think Brahmans would be prepared to go to England if selected?—Yes I am sure of that.

Mr. *Nulkar.*

3984. You said there should be identical examinations with one exception. What is that?—That Arabic and Sanskrit should be placed on the same level as regards marks as Latin and Greek.

3985. You say the examination in India should be confined to graduates only?—Yes, that is what I have said here.

3986. How can you call that identical, because the English examination is not open to graduates only but to all comers?—Then I say with that exception also.

3987. How do you justify that exception?—It is some guarantee that young men have attained a certain standard of proficiency.

3988. Would you exclude the son of a man who chooses to educate his child elsewhere than in the colleges if he was otherwise qualified; on what grounds would you justify his exclusion?—Some qualification was, I thought, necessary.

3989. A man who has no University degree comes and says "examine me;" he claims to show that he is quite as highly qualified as a University man; on what grounds would you refuse to accept him as a candidate for examination?—Of course he must be a comparatively young man.

3990. All things being equal?—Yes.

3991. On what grounds would you reject him for examination simply because he is not a graduate?—If his qualifications are equal to those of younger men who go up for degrees, he might offer himself.

3992. His qualifications could only be ascertained after examination?—Yes.

3993. A young man says he has

Mr. *Nulkar*—continued.

not received a University degree but hopes to pass?—There is nothing to prevent him from appearing.

3994. If a simultaneous examination be established in India there will be many private tutors coming out, and many private establishments may spring up?—If he shows similar qualifications to those of a graduate I would not exclude him.

3995. Then you would alter your plan to that extent?—Yes.

Mr. *Stewart.*

3996. If there is a simultaneous examination in India as well as in England, why do you insist on having Natives and Europeans classed in one list and selected in order of merit?—It is but fair that all the successful candidates should be classified in one list.

3997. Is it necessary that the youth of India should be pitted against the youth of England?—That is not at all my idea. There the candidates appear for the examination. All the successful candidates are classified in one list in order of merit.

3998. Why not apportion a certain number of places to be competed for in India and in England and let the youth of both fight it out among themselves?—Just to show that Natives could compete on equal ground with Europeans.

3999. You advocate that Native candidates may have an opportunity of competing against English?—Yes.

Mr. *Nulkar.*

4000. You would establish a feeling of rivalry?—Very great emulation.

Mr. *Stewart.*

4001. Would the educated classes of India be content with a system such as I have mentioned, that is to say:—Apportion a certain number of appointments to be competed for in England and a certain number to be competed for in India. Let the examination be held in India and England, not simultaneous or identical, but let the same standard, if possible, be observed, and let the examination be held separately in India and separately in England. Would that not give a fair field for the aspiration of Indian youths?—Of course the same privileges that are extended to candidates who pass for the Civil Service in England should be extended to Native candidates. I would then have no objection.

4002. It being understood that their ability is the same, that they take their position in the Covenanted Service on the same footing as those who pass in England?—Yes, but I thought a training in England necessary.

The Hon'ble Mr. *Quinton.*

4003. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, sec. 6, or from all natural-born subjects of Her Majesty? By Uncovenanted Service we mean Tahsildars, Deputy Collectors, Munsifs, and Subordinate Judges.—I would recruit this service only from the Natives of India as described in the Statute.

4004. Should the recruitment be by competition, or by nomination, or by both systems combined? And if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—I would divide the service into two branches, Upper and Lower. Recruitment to the Upper Service should be by competition among the graduates of the different Presidencies, and all appointments above Rs. 70 should be open to the above competition. All appointments below Rs. 70 should be given to F. A.'s and Matriculates, but I would reserve one-third of the appointments in the upper grade for men of proved merit and ability in the lower grade, and give them in the same way as men of proved merit and ability in the present Uncovenanted Service are drafted into the Statutory Service. Of course both the grades of service would be subjected to the departmental tests. In the case of recruitment for

M. R. Ry. *T. Ganpati Aiyar Avargal.*

The Hon'ble Mr. *Quinton*—contd.

the Uncovenanted Service, as above mentioned, local candidates should be preferred to those from other Presidencies.

4005. If the Statutory Service is abolished what would you do with the Covenanted posts reserved to that service?—If the existing Statutory Service is abolished, the proportion of offices assigned to that service should be given to persons of proved merit and ability in the Uncovenanted Service.

Mr. *Ryland.*

4006. You would have competition among graduates only for the upper service?—Yes.

4007. What sort of examination should it be? Should there be an educational test or a mere departmental test?—Of course the details I must leave to you.

The Hon'ble Mr. *Quinton.*

4008. Should the competitive examination that you would hold for the Uncovenanted Service be an examination merely to test general education or special knowledge?—In the case of graduates their general knowledge would have been tested by the University. I would add a sort of departmental examination.

Mr. *Ryland.*

4009. You would exclude all others from competition?—Yes, I would.

4010. You would make the lowest pay of the upper grade Rs. 70?—Yes.

4011. As low as that?—Yes.

4012. Do you think men of good qualifications would accept this?—Yes, at least in this Presidency.

Mr. *Ramaswami Mudaliyar.*

4013. As a Subordinate Judge I suppose you have had many Munsifs under you?—Yes.

4014. How do you find them as a class?—They are very good as a class.

4015. Can you tell me whether you have been in a position to compare the work of men who were ministerial servants in courts and subsequently promoted to Munsifs, and of Munsifs who were Vakils before they were appointed?—Yes.

4016. Do you find any difference in the work done by them?—I have found a difference. Of course the work of persons who have been promoted to Munsif's places from the Bar I find better than the work of persons who were promoted Munsifs from ministerial offices as a class.

4017. Do you find the present system of appointment of Munsifs by the High Court works well?—Yes, but not in all cases. There are some persons, such as Sheristadars and head clerks of courts, who are also appointed Munsifs.

4018. Do you want to change that system radically? If I understand your scheme, you want to hold an examination even for the judicial department?—If Pleaders who have been practising in the High Court alone are appointed then I have no objection.

4019. Your scheme is to have an examination, a sort of departmental test, both for Munsifs and Tahsildars?—Tahsildars have a departmental test.

4020. What you mean to say is that the selection for upper subordinate places must be from graduates?—That is what I meant.

The Hon'ble Mr. *Quinton.*

4021. I thought you meant an open competitive examination?—I mean appointments should be open to graduates subject to their passing a departmental test.

Mr. *Ramaswami Mudaliyar.*

4022. They must be exclusively graduates?—Yes.

4023. Nobody but graduates should be eligible?—Quite so.

The Hon'ble Mr. *Quinton.*

4024. Nobody else?—No.

4025. How would you select these men from among the graduates, by

The Hon'ble Mr. *Quinton*—contd.

competitive examination?—Not altogether, there are various places below Rs. 70 from which they could be taken.

4026. We are concerned with Tahsildars and Deputy Collectors on the Executive side, and Subordinate Judges and Munsifs on the Judicial side. Will you tell us how you would appoint Tahsildars and Deputy Collectors, and how you would appoint Munsifs and Subordinate Judges? Firstly, how would you appoint Tahsildars and Deputy Collectors?—Tahsildars I would appoint from among graduates already in the service, and if they had passed the necessary departmental test.

4027. Deputy Collectors?—I would appoint Deputy Collectors from Tahsildars.

Mr. *Ramaswami Mudaliyar.*

4028. Exclusively?—There are head clerks on Rs. 150 and other clerks in Collector's offices. If they are able and experienced men I would appoint them also as Tahsildars if they had passed the necessary examination.

The Hon'ble Mr. *Quinton.*

4029. You would make a degree a *sine quâ non*?—Yes.

4030. As regards the appointment of Munsifs and Subordinate Judges, do you approve of the present rules and the mode of selection, or would you have another mode?—I approve of the present rules.

Mr. *Ramaswami Mudaliyar.*

4031. Then you modify your answer so far as competition is concerned?—Yes.

4032. Your principal object is to secure graduates?—Yes.

Mr. *Stewart.*

4033. I understood you to say you would have two branches—one above Rs. 70 and one below Rs. 70. For all of Rs. 70 and over you would have competition?—I would modify that now.

Mr. *Stewart*—continued.

4034. Let us hear how you would modify it?—For Tahsildars I would select persons in the Revenue Service, such as clerks for posts above Rs. 70, provided they were graduates and had passed the required tests.

4035. You would exclude clerks who were not graduates; you would not allow them to rise at all. All Revenue inspectors, gomastahs, clerks, &c., would have no chance of rising above Rs. 70?—I have reserved one-third of the appointments for them.

The Hon'ble Mr. *Quinton.*

4036. That is for those who are not graduates?—Yes. I would divide the service into two branches, upper and lower. Recruitment to the upper service should be by competition among the graduates of the different Presidencies, and all appointments above Rs. 70 should be open to the above competition.

4037. You have modified that answer now?—Yes, all appointments below Rs. 70 should be given to Matriculates and F.A.'s, but I would reserve one-third of the appointments in the upper grade for men of proved merit and ability in the lower grade and appoint such men in the same way as men of proved merit and ability in the present Uncovenanted Service are drafted into the Statutory Service.

Mr. *Ramaswami Mudaliyar.*

4038. You retain that portion of your scheme?—Yes.

4039. To the extent of one-third you would admit men who were not graduates?—Yes, if they were F.A.'s and Matriculates.

Mr. *Stewart.*

4040. The men who were not F.A.'s or Matriculates would have no chance of rising?—No, I would pass them over.

The Hon'ble Mr. *Quinton.*

The Hon'ble Mr. *Quinton*—contd.

4041. Have you anything to say as regards the Pay and Furlough Rules?—I think the members of the Statutory Service should draw only two-thirds of the pay attached to posts reserved for the Covenanted Civil Service. I think a distinction may be made in the furlough rules applicable to Statutory Civilians, so as to admit of their going to England for training. Their furlough allowances may also be increased.

4042. Is there any other point you desire to mention?—No.

WITNESS LXVI—10th February 1887.

Examination of W. M. ELLIOT, Esq., Pleader and Public Prosecutor, Cuddapah, Madras.

Mr. *Stokes.*

4043. You are a Pleader?—Yes, Government Pleader and Government Prosecutor.

4044. In what Court?—The Cuddapah District Court.

4045. How long have you been a Vakil?—For sixteen years. I am also President of the Municipal Board, and a member of the Local Fund Board. I was born and educated in India at Madras.

4046. Have you taken any degree?—No.

4047. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—No.

4048. What are the grounds of disapprobation?—The selection is not of men of proved merit and ability.

4049. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the Rules; (*b*) by an amendment of the Statutory provisions in that behalf, or should those provisions be repealed?—I would amend the rules and bring them into conformity with the spirit of the Act.

4050. In what way?—By appointing men of proved merit and ability. I understand that to mean that they are to be men selected from the ranks of the Uncovenanted Service, men who have proved their merit and ability while in Government employ.

4051. And the Bar?—It depends on what meaning you attach to the words "proved merit and ability."

The Hon'ble Mr. *Quinton.*

4052. You are aware of course that the Law Officers of the Crown have decided that those words do not exclude other persons than those to whom you would confine them?—I have not heard that.

Mr. *Stokes.*

4053. If you take men who have proved their merit and ability in the Uncovenanted Service you would not send them to England for training?—No, I should not. If the Statute admits of the appointment of inexperienced men it is very desirable in such cases that they should be encouraged to go to England, but in no case should it be compulsory.

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The Hon'ble Mr. *Quinton.*

4054. Would you confine the Statutory Service to Natives of India or admit all natural-born subjects of Her Majesty?—I would exclude all other than Natives of India as defined in the Statute. I consider that the Statute has been passed for the benefit of Natives of India who labour under special disadvantages in obtaining employment in the ranks of the Covenanted Civil Service. The only reason for altering the definition or description of persons would be in the case of Europeans, but it must be remembered that Europeans do not labour under the same disadvantages as Natives.

Mr. *White.*

4055. Would you not make the Statute so specific as to compel Government to promote men of merit and ability?—It is left to Government to judge of merit and ability, but I want the Statute to be amended and made so specific that Government should be compelled to promote men from the Uncovenanted Service, or from the Bar, and no others.

4056. Would you amend the Statute in that way?—I think it would be desirable to make such an amendment, but the question is, whom would you consider men of proved merit and ability. I think it desirable that the

Mr. *White*—continued.

Statute should be so amended as to make it clear beyond all doubt that men of proved merit and ability must be men in the service who have proved their merit and ability in the service.

The Hon'ble Mr. *Quinton.*

4057. You would not admit men who had proved their merit and ability in professions—at the Bar for instance?—It seems to me that it would be a hardship.

4058. To whom?—To those men now in the service. I think Government ought to have the privilege of exercising its discretion in these matters, and of treating these cases as special cases.

4059. Would you allow Government to appoint such men under the Statute?—A certain number; I would apportion the appointments.

4060. I understand your answer to Mr. White's question to be in the affirmative, that is, you would approve of an amendment of the Statute so as to confine selections to men in the Uncovenanted Service or at the Bar?—When I said service I understood the Bar would be included. I answer Mr. White's question in the affirmative.

Mr. *Ryland.*

4061. Previously I think you said you did not include the Bar because you could not in their case ascertain proved merit and ability?—I did not consider whether members of the Bar were ranked as persons in the Uncovenanted Service or not.

4062. Why would you retain the Statute at all if you mean to confine it chiefly to men who have proved their merit and ability in the Government Service? Could not you improve the position of the Uncovenanted Service by other means?—Exactly, that is what I was going to say.

4063. Is it necessary to retain the Statute for this purpose?—If the Uncovenanted Service is improved then I think the Statutory Service might

Mr. *Ryland*—continued.

be done away with; it is needless to have a multiplication of services.

4064. Do you think it necessary to retain the Statute for the purpose to which you would confine it, that is, for the advancement of persons who have served in Government employment?—Yes, and also for the appointment of members of the Bar.

4065. Would you enrol them into a separate service or would you incorporate them with the Covenanted Service?—I thought your question referred to the Statutory Service.

4066. Then you would retain the Statute for this purpose?—I would retain the Statute for this purpose if the rules were amended.

4067. As an intermediate service?—Yes, if the Uncovenanted Service is not improved.

Mr. *Stokes.*

4068. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, by the Natives.

4069. On what ground?—The age qualification.

4070. Is there anything else?—The expense of a journey to England and caste prejudice.

4071. Would you recommend any change?—The only change I would recommend would be to raise the age qualification to twenty-two or twenty-three.

4072. If it is determined to have an examination in India, would you insist on Natives who succeed being sent to England?—Certainly, for the Covenanted service, I would.

Mr. *Ryland.*

4073. You would rather not have a competitive examination in this country for the Covenanted Service?—Certainly not.

Mr. *Ramaswami Mudaliyar.*

4074. Why not?—I think a competitive examination for the Covenanted Civil Service in this country

Mr. *Ramaswami Mudaliyar*—contd.

would result in an undue preponderance of the Native element in the ranks of the Civil Service. It is necessary that the Civil Service should be essentially an English service.

4075. To what extent do you think the Civil Service may be recruited by Natives ?—I think about one-fourth of the appointments might be given to the Natives of India.

4076. To that extent what objection have you to an examination in India held simultaneously with the examination in England ?—If there is an apportionment of appointments, and if it is recognized that, beyond a certain number of Natives, no more will be admitted, there is no objection to an examination being held in India, but it would be desirable, in fact necessary, to send the men who passed to England.

Mr. *Nulkar*.

4077. The fear that the Native element would preponderate is the only reason why you would not have an examination in India ?—That would be the chief reason.

4078. If you were satisfied then that that fear was groundless you would have no objection ?—If I could be satisfied of it, I should have no objection.

Mr. *Stokes*.

4079. Should the Uncovenanted Service be recruited only from Natives of India, as described in Statute 33 Vic., cap. 3, sec. 6, or from all natural-born subjects of Her Majesty ? You understand that what is meant by the Uncovenanted Service is Tahsildars, Deputy Collectors, Subordinate Judges and Munsifs ?—From all Her Majesty's subjects.

4080. Would you have the recruitment by competition or nomination ? —I would divide the Uncovenanted Service into two branches, the higher and lower; the higher beginning at Rs. 200 : three-fourths of the appointments in the higher branch of the service to be open to competition; one-fourth to nomination by Government after the necessary selection of persons who have educational qualifications.

Mr. *Stokes*—continued.

4081. Who have passed the necessary tests ?—Yes.

4082. Would you confine the recruitment to this Presidency ?—No there should be no distinction whatever.

4083. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service ?—It should.

Mr. *Ryland*.

4084. Then the only way in which you propose to improve the Uncovenanted Service is by opening out to them the proportion of appointments now assigned to the Statutory Service ?—Yes, that would be one way.

4085. Is there any other way ?—By throwing open three-fourths of the appointments in the higher branch to competition. That would improve the character and tone of the service.

4086. Not the position of the service in regard to appointments ?—No, but the service would be improved by throwing open the greater number of appointments now held by it to open competition.

Mr. *Ramaswami Mudaliyar*.

4087. When practising before Munsifs and Magistrates did you find any difference in the class of Munsif that we have now and the second and third class Magistrates ?—Munsifs are decidedly superior.

4088. How superior ?—In every way; in point of education and in point of general knowledge; and they are men of broader views.

4089. How do you find Native second and third class Magistrates so far as the Magisterial work is concerned ?—I can only speak of my own district. I think there is very great room for improvement.

Mr. *Nulkar*.

4090. You are a Statutory Native of India?—Yes.

4091. Can you tell us how far persons of your community take advantage of education as compared with Natives?—Just now I may say they do not take much advantage of it, but I think that is due to a want of encouragement held out to members of my community. Hitherto they have not received the encouragement that was due to them.

4092. What do you mean by encouragement?—Speaking of Eurasians, I mean that an Eurasian who qualifies himself for admission into the judicial or revenue branch of the public service would always find it difficult to obtain an appointment.

4093. Even if equally qualified with Natives?—Yes, I can mention my own case if necessary.

4094. Yes, do so.—I am qualified for a Munsifship. I have had sixteen years experience as a Pleader. Not many years ago I applied for a Munsifship, I was recommended highly by several Judges; all I could get after great difficulty was an acting appointment. I had hardly entered on my duties when I was relieved by a man who had not superior claims to mine. The reason stated by the Registrar for my relief was that my services were required by the High Court to prosecute the permanent Munsif on charges of bribery before a Commissioner appointed for that purpose. Naturally I considered that a guarantee that I would get the next vacancy. A vacancy soon occurred and I applied, and was told by the Chief Justice on whom I waited that as I had a brother who had been made a Munsif, he thought it was not just that all the members of one family should be provided for. So far as I recollect those were his words. I could have given him the names of several Natives who had brothers in the revenue branch of the service, but I did not. In my case if any one ought to have succeeded I think I ought. My brother's appointment could be no cause for excluding me. I can give another instance of a first class Inspector of my district.

4095. You need not refer to individual cases. Do you mean to say that this is the treatment generally given to your class of people by those who have the distribution of patronage?—Undoubtedly.

Mr. *Nulkar*—continued.

Mr. *Stewart*.

4096. You propose to divide the Uncovenanted Service, I understand, into an upper and a lower service. For the former service, three-fourths of the appointments would be filled by competition, and one-fourth by the nomination of persons who had passed certain qualifying educational tests?—Yes.

4097. You propose no way of promoting men from the lower service to the upper?—That would not prevent members of the lower service competing for appointments in the upper service.

4098. Do you suggest any limit of age for those who compete?—Not for members of the Uncovenanted Service; as long as a man can work he should be taken in.

4099. Tahsildars on Rs. 125 would be in your lower service?—Yes.

4100. If they wished to get into the upper service you would make them compete, although men of forty?—That would be in very rare cases. I know many Tahsildars; and the majority in my district are comparatively young men.

4101. Are they graduates?—No, I do not think there is a single graduate.

Mr. *White*.

4102. How many Munsifs are there who are considered to be Eurasians?—There are only two Eurasian Munsifs now.

4103. On the list there are several more borne?—These men are not Eurasians. Many persons who appear from their names to be Eurasians are only Native Christians.

4104. Then there are really only two Munsifs in the whole of Southern India who are Eurasians?—Yes.

Mr. *Stewart*.

4105. What is the object of a

Mr. *Stewart*—continued.

Native Christian claiming to be an Eurasian?—I think it gives them a higher status in society.

4106. According to the Statute he is a Native; what does he gain by claiming to be an Eurasian?—I am talking of social status. A Native Christian always tries to mix among Eurasians if he possibly can and to identify himself with them.

Mr. *White.*

4107. I am merely talking of the proportion of Eurasians in the Public Service.—Then there are only two Eurasian Munsifs in the Presidency.

4108. From this difficulty of obtaining Munsifships, are not many parents absolutely prevented from giving their children a legal training?—Yes, as I said before, that is the reason.

The Hon'ble Mr. *Quinton.*

4109. Mr. Nulkar asked you why Eurasians did not take advantage of educational facilities. You said they had no encouragement held out to them. You yourself are not a B.A.?—No.

4110. Was the officer who superseded you a B.A.?—No. He had no better claims than myself.

4111. As regards the Eurasians; have any considerable number of them taken the B.A. degree?—Considering the number of the community I think a very good proportion has graduated.

4112. Can you tell me how many?—Not exactly, though there are many who have distinguished themselves as B.A.'s.

4113. I have a statement that 1,216 graduates passed during the last twenty years, of whom only twenty-four were Eurasians. Are these figures correct?—They may be.

4114. Is that a fair proportion?—It was never understood that Eurasians, in order to enter Government Service, should be graduates provided they succeeded in passing the special test.

4115. I want to elicit your meaning.—It had no reference to taking the degree, or to taking advantage of University education.

Mr. *White.*

4116. Has any encouragement been given to those men who have graduated to enter the Public Service?—No, most of them found it difficult to obtain suitable employment.

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W. M. Elliot, Esq.

4117. How are they employed?—Some are members of the Bar.

4118. Others in the Public Service?—Those who have been employed, I may say, have distinguished themselves and afforded satisfaction.

4119. How have they been obliged to enter the Public Service?—I really do not know.

4120. In what capacities have they entered it, in the clerical establishment, or how?—They have entered what I would call the lower branch of the Uncovenanted Service by accepting posts of small emolument.

Mr. *Ryland.*

4121. Is there any rule or known restriction with regard to the admission of Eurasians into the service?—There is no published rule but it is a matter well understood.

4122. Besides your own case can you state any others who have been treated in the same way and told they could not be admitted or were not considered eligible?—I was not told I was ineligible. If I am permitted I may mention that I know of Natives being exempted for special reasons and appointed Munsifs who have not passed the prescribed test.

4123. What are the other instances that led you to infer that proper encouragement was not given?—A man qualified to become a Tahslidar, supported by the Collector of his district and his Superintendent; he was refused without any reason being assigned. A man was appointed who was not superior to him if you are to judge by the test required.

4124. These graduates that you have mentioned; are you aware of any case in which they have applied for and not received an appointment?—I am not aware of any.

Mr. *Stokes.*

4125. Have you any views in respect of pay and furlough ?—No.

The Hon'ble Mr. *Quinton.*

4126. Is there any other point you wish to refer to ?—No.

WITNESS LXVII—10th February 1887.

Examination of M. R. Ry. C. KUNHI RAMAN MENON, Editor of the *Karala Patrika* Newspaper, Madras.

The Hon'ble Mr. *Quinton.*

4127. What is the name of your Newspaper ?—The *Karala Patrika.*

4128. What is the circulation ?—About nine hundred.

4129. How long has it been established ?—For the last three years.

Mr. *Stokes.*

4130. What is the prevalent feeling in this Presidency regarding the existing Statutory system ? If the feeling is one of dissatisfaction, is the dissatisfaction general or is it confined to certain sections of the community ?—The prevalent feeling here regarding the Statutory system is one of dissatisfaction. The dissatisfaction is confined to the educated and intelligent classes. As the uneducated portion of the people is ignorant of the Statute itself I am not in a position to say what their feeling is.

4131. What are the grounds upon which any such feeling is based ?—The grounds upon which such feeling is based are (1) that at this period, when education has so much advanced, it is certainly absurd to recruit the most important service in the country by means of selection instead of by means of competitive examination; (2) selection leads to jobbery; (3) there will be a want of independence in the nominated officers—and such want of independence has already been observed in the few Statutory Civilians of this country. Independence, I need not say, is absolutely necessary to keep up the prestige of a service which is intended to govern the country. (4) The best intelligence of the country is seldom obtained for the service.

4132. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted ?—A great many objections are directed against the mode of selection actually adopted. If the selection was by means of a competitive examination, even among the nominated candidates, people would not have raised much objection, but as it is the system is highly objectionable, as in all cases selection goes by favor.

4133. How would you remedy it ?—I would abolish the Statutory Service and have competition.

4134. You would affiliate the Statutory with the Covenanted Civil Service ?—Yes.

4135. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations ?—All difficulties can be overcome by introducing competitive examinations simultaneously in England and in India. The same papers should be given on the same day and at the same hour, just as the University and other public examinations are conducted in different centres at present in India. This should not at all affect the question of raising the maximum age to twenty-three. There might be examinations at different centres, and the names of all the successful candidates should be published in one list as it is now done in England.

4136. Then you would raise the age to twenty-three ?—Yes.

Mr. *Ramaswami Mudaliyar.*

4137. I believe you are of opinion that the maximum marks in Sanskrit and other Indian languages should be raised, and the Indian candidates given the option of selecting some Indian languages in place of Latin, Greek and other European languages ?—Yes.

Mr. *Stokes.*

4138. Would you make any other change in the subjects ?—Yes, the different vernaculars of India should be

Mr. *Stokes*—continued.

accepted as subjects for examination, and the maximum marks for Indian classics should be raised. I cannot say to what they should be increased.

4139. You would insist on candidates going to England afterwards?—Yes, I would insist. There must be a probationary period passed in England.

Mr. *Ramaswami Mudaliyar.*

4140. You say Native candidates might have the option of selecting some Indian languages. Would you permit a man to select more than one Indian language?—There are different languages spoken in India. I would permit a candidate to take up any number of languages.

Mr. *Stewart.*

4141. What caste are you?—I belong to the Nair caste.

4142. Do you think making it obligatory on selected candidates to go to England would not deter many of the higher castes from competing?—There might be objections on the part of some persons, not all.

4143. With the exception of a few castes of Brahmans all the others would readily go to England?—Yes.

Mr. *Stokes.*

4144. What special provision, if any, do you think should be made for the appointment to Covenanted posts of deserving members of the Uncovenanted Service?—I have proposed a scheme. Promotion from the ranks of the Uncovenanted Service to the Covenanted Service is certainly undesirable. Of the two branches of the Uncovenanted Service, namely, the Judicial and the Revenue, the former is, I believe, pretty respectable, as in it there are many Munsifs and Sub-Judges taken from among the ranks of the practising lawyers, who are generally men of high education and tried ability. The Revenue department is mostly composed of men of very low education. A young man of sixteen or seventeen leaves the school from the Upper Fourth Class or the Sixth, after passing the

Mr. *Stokes*—continued.

General Test or the Matriculation examination, enters a Collector's office or a Taluk cutcherry as an attender on a salary of eight rupees. In the course of four or five years he rises to the position of clerk on a salary of Rs. 20. A young Civilian then newly comes to the district as an Assistant Collector. The clerk on Rs. 20 becomes his Munshi, vernacular tutor and confidential clerk. This clerk gains his confidence and he becomes the model Native official in the eyes of his master. The master becomes the Collector and the Munshi becomes a Deputy Collector. He is without education, without independence, and without even morality. He becomes narrow-minded, conceited, and oppressive. And if the Civilian happens to become the Chief Secretary or a Member of Council, the favorite Munshi will certainly be raised to the position of Statutory Civilian. This state of things is certainly undesirable. When education has so much advanced as to send out every year, on an average, more than three hundred graduates from each University, it is not at all difficult in India to get competent men for high posts in the Uncovenanted Service. If the Commission considers it expedient to fill the ranks of the Uncovenanted Civil Service by competitive examinations, this state of things will be put an end to, and better officers might, in course of time, be found in the ranks of the Uncovenanted Civil Service; these, without doubt, might be promoted to high posts in the Civil Service without any probation or special education. A Deputy Collector of this stamp will certainly make a good Collector. This system, even if introduced at once, cannot produce experienced officers for a period of less than fifteen years, and until that time has arrived no provision should be made for promotion from the Revenue branch of the Uncovenanted Service. In the Judicial branch of the Uncovenanted Service a few might be found competent enough to hold high posts in the Civil Service. Sub-Judges who have had more than seven years' experience as practising Barristers or Vakils of the High Court can at once be promoted

Mr. *Stokes*—continued.

to the post of District Judge. There should not, I think, be any special provision for promoting the European and Eurasian members of the Uncovenanted Service to Covenanted offices. The Uncovenanted Service should certainly be open to all natural-born subjects of Her Majesty who successfully pass a competitive examination held for the purpose in India.

The Hon'ble Mr. *Quinton.*

4145. Is the statement that you make respecting a young Munshi becoming a Deputy Collector and rising to a Statutory Civilian a hypothetical case?—Yes.

Mr. *Stokes.*

4146. As to pay and pension have you any views?—About pay I would not make any difference. Having already expressed my opinion that the Statutory system should wholly give way to the system of selection by competitive examination, I need not say anything about the pay of the Statutory Civilians. But I am strongly of opinion that there should not be the least difference between the pay of the men selected by means of competition in India and men selected by means of competition in England. Any difference of pay between the two tends to lower one in the estimation of the public. Even Uncovenanted servants and professional men raised to high places in the Covenanted Service should get the same pay. As for pension, there should not be any difference between the two classes. We should not at all consider them as two different classes, as the period of probation which all spend in England will tend to abolish that difference. As for the officers taken from the Uncovenanted Service and from among professional men, they can be entitled only to the pension which they would have drawn if they had remained in an Uncovenanted post of similar status. As for leave, I do not think that a Native of India serving in his own country and among his own relatives wants it in an equal degree with a European.

Mr. *Stokes*—continued.

4147. As to retirement?—As for retirement from the service, I think all officers should be forced to remain in the service as long as they are physically fit to work.

Mr. *Ryland.*

4148. Why do you object to men from the Uncovenanted Service being promoted to the Covenanted Service?—Because in the Uncovenanted Service most of the officers are not men who could fill responsible posts in the Covenanted Service properly.

4149. If you hope to improve the Uncovenanted Service, why should you place any restriction upon it?—I have stated in my answer that a percentage of Uncovenanted officers who have entered by competitive examination might be promoted to posts reserved for the Uncovenanted Service but not others.

4150. In the proportion given to the Statutory Service or what?—One-sixth or one-eighth, but I would not do so as yet; only after the Uncovenanted Service is filled up by competitive examination.

Mr. *White.*

4151. You are aware that some gentlemen who have entered the Uncovenanted Service now hold very high positions?—Yes.

4152. And that they have been entrusted with the reins of administration in various Provinces in India, in Native States, and elsewhere?—Yes.

4153. Supposing there were men of such distinguished ability in the Uncovenanted Service, would you not promote them?—If we make such a rule it must apply to all. There might be exceptional cases, but because there are one or two such cases we cannot make a general rule.

4154. Do you think men of distinguished ability, who are British subjects, who have been encouraged to a great extent and who with full confidence have been entrusted with the ad-

Mr. *White*—continued.

ministration of Native States should not, under British administration, be entrusted with high offices?—There is no objection, but to find out such men is the difficulty. Where there are such men they can be brought within an exception.

Mr. *White*—continued.

4155. Is there any other point on which you wish to address the Commission?—If any other question is put to me I will answer it.

WITNESS LXVIII—10th February 1887.

Examination of M. R. Ry. K. RAMACHANDRA RAO, Mirassidar, Kumbàkonam.

The Hon'ble Mr. *Quinton.*

4156. You are a Mirassidar in Tanjore?—I have properties in Coimbatore district also. I pay about Rs. 4,000 a year Government Revenue.

4157. What caste are you?—A Maratha Brahman.

Mr. *Stokes.*

4158. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system of appointing Natives to the Statutory Civil Service is not generally approved, and especially by the educated classes. The disapprobation is, I think, not so much directed against the Statute itself as against the rules framed under it, and the present mode of nomination which takes high birth alone into consideration, to the exclusion of all intellectual qualifications.

4159. Are there any other objections?—The present system of appointment by nomination to the Statutory Civil Service gives great scope for favoritism. It is, moreover, not quite fitted to secure the best available talent. If, according to the wording of the Statute, it be desired to give additional facilities for the employment of Natives of India of proved merit and ability and high social position, then the present rules under the Statute have not produced the desired end. Moreover, the service is regarded as an inferior one. Inexperienced young men are all at once called upon to discharge high judicial functions for which they are not quite qualified. I fear that the service, if constituted as at present, and not based on intellectual qualifications also cannot long hold its own in a land daily progressing in culture and intellectual advancement.

Mr. *Stokes*—continued.

4160. How would you remedy the defects to which you allude?—I am of opinion that the existing system may be best remedied by such an amendment of the rules as would prescribe a limited competition among deserving selected candidates who should be graduates of some University, or have passed some other respectable educational test. They ought to be required to undergo judicial or other departmental training before being entrusted with responsible work. I would neither amend the Statutory provisions nor abolish the Statute *in toto.* If the provisions of the Statute be amended at all, I would have them amended in respect of the persons on whose behalf may be exercised the powers of nomination vested in the Local Government. I would have men of proved merit and tried ability promoted from among the ranks of the Uncovenanted Civil Service to the Statutory Civil Service.

4161. Would you compel the selected candidates to go to England for training?—In the case of the selected candidates for the Statutory Civil Service, while I would, in every way, by means of passage money, scholarships, &c., encourage them to go to England to complete their training, I would, by no means, impose as a necessary condition such residence in England. I would, however, prefer such of them as are willing to proceed to England to complete their training. I do not consider that those who are promoted from the Uncovenanted Civil Service are under any necessity to go to England, inasmuch as they are already men of proved merit and tried ability.

Mr. *Stokes*—continued.

Mr. *Stokes*—continued.

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M. R. Ry. *K. Ramachandra Rao.*

4162. Is any dissatisfaction felt with the present system of recruiting the Covenanted Civil Service in England?—Very great dissatisfaction is felt with the existing mode of recruitment. There is no provision for a separate judicial service. District Collectors and Sessions Judges—the one without any very high Judicial qualification, and the other without any Revenue experience at all—are often made to exchange places. This is very highly injurious to both departments. I would strongly insist upon a separate judicial service. I would propose that none but Barristers-at-law or law graduates be allowed in the judicial branch, and these should not be indiscriminately transferred to the revenue line.

4163. Do Native candidates labour under any disadvantages in the competition in England? If so, how do you propose to remove them?—Native candidates do labour under great disadvantages in competing for the Covenanted Civil Service. The minimum limit of age should be fixed at twenty-one, and the maximum at twenty-three. None but graduates of an Indian or British University should be allowed to compete for the examination. The candidates should be required to undergo training in the special department they may select for at least two years, and the Indian candidates should be given the option of either proceeding to England to complete their training or travelling through the most advanced portions of the three chief Presidencies. Young as Native candidates are, they have in the first place to go a long way to England to compete. They have to reside there for a number of years at the risk of failure, when all their trouble is rendered useless. The heavy expenses attendant on a voyage to England and the costly life in London should also be taken into consideration. There is also the inconvenience they have to undergo, owing to religious and social observances which the Hindu religion demands. Though the Indians compete with their English brethren of equal age, the Englishman has many advantages and facilities on his side; *i.e.*, residence in the land, inurement to the climate, the language of competition being his mother tongue, &c. Our youths, on the other hand, begin their study of English only between ten and twelve years of age, and an ordinary University education takes them through ten years. This being so, to expect our young men to graduate here and then reside for some time in England and compete successfully—all within the age of nineteen—is simply impossible. Now and then there are rare instances; but they are exceptional. Unless these obstacles are removed, there is no chance of a greater number of Natives entering the service through the open competition in England. These disadvantages may be removed by the adoption of the following among other changes: the limit of age to be raised to not less than twenty-three; the holding of simultaneous and identical examinations in England and India, the successful candidates of both places being ultimately ranged in one common list according to merit; by the establishment of scholarships and allowance of passage money to Native candidates.

4164. Should the examination in India be identical with that held in England; and would you have one or more centres in India?—The examinations should be identical. It may be held for the present in one centre only in India. The candidates in England and India should compete with one another, the successful candidates being ranked in one common list. A certain proportion of the appointments should be reserved for the Natives. I would say a third. There should be no apportionment of appointments as between members of the principal religious sects. For purposes of Government, all religious sects should be treated alike by Government.

4165. Would you compel selected candidates to go to England for training?—As I have already said above, I would not enforce a residence in England as a condi tio o bligatory on the successful Indian candidates. The time has not yet come, but I think it soon will, when caste and religious

Mr. *Stokes*—continued.

prejudices shall have so far slackened their rigid demands as to make a sea voyage and residence in England quite a matter of ordinary occurrence. I would, to such as express inability to proceed to England, give the alternative of travelling through the most advanced portions of the Indian Empire.

4166. Are the Natives, who now enter the Covenanted Service by competition in England, the best men as to character and capacity, who could be obtained under any system?—I have nothing to say against the ability of the present class of Native Civil Servants. But I cannot at the same time say that they are the best available. As regards the Madras Presidency, I am unable to say anything, as there are at present no Natives in the service who have entered into it by competition.

Mr. *Ryland.*

4167. You think the great obstacle to going to England is caste?—Not caste only; there are several obstacles.

4168. Is not an English training necessary for service under the English Government?—If it can be secured, it would be preferable.

4169. Would you make exceptions in the case of other Presidencies?—No.

4170. You would not make it compulsory to go to England?—Not compulsory.

Mr. *Ryland*—continued.

4171. Do you think it would be very necessary they should have an English training?—It is necessary no doubt; but caste prejudice and other reasons will prevent their going.

4172. Will caste prejudice ever be removed if you do not make a strong rule on the subject?—Questions of prejudice are becoming slighter, and, as time progresses, it will become an ordinary thing to go to England.

4173. If you relax these conditions, will not caste prejudice continue?—As time advances, I think it will be overcome. Education alone will overcome it.

Mr. *Ramaswami Mudaliyar.*

4174. Supposing, as a matter of fact, it was decided that selected candidates should go to England after the examination here, do you think Brahmans would refuse to go, or that some of them would avail themselves of the opportunity?—Not all. Some might avail themselves of the opportunity. All that could avail themselves of the opportunity would not, but some would.

4175. Even people belonging to your class of Brahmans?—I cannot say yet.

Mr. *Stokes.*

4176. Is there anything else you would like to add?—No.

WITNESS LXIX—10th February 1887.

Examination of J. R. UPSHON, Esq., Superintendent, Public Works Secretariat, Madras.

Mr. *Stokes.*

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J. R. Upshon, Esq.

4177. When did you enter the service?—In 1875, as an Indexer in the Public Works Secretariat; I am now Superintendent of the establishment section, and clerk of the 2nd class, 2nd grade.

4178. Have you always served in Madras?—Yes.

4179. Always in the Department of Public Works?—No, I served in the Salt Department for a year.

4180. At that time you had to travel in the Mufasal?—Yes.

4181. What is your pay?—Rs. 160.

4182. You were born and educated in this country?—Yes.

4183. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—It is not approved. The grounds of disapprobation are—

(*a*) Members of the Statutory Civil Service have not the same status as members of the Civil Service. Statutory Civilians are considered to have entered the service more through British charity than British justice.

(*b*) They are not so well educated, as their selection was due more to their birth and wealth than to their ability.

(*c*) They are raw and inexperienced.

(*d*) There was a marked distinction made between English and Native officers as regards pay, leave, &c.

4184. Are the defects of the existing system susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The defects are susceptible of remedy. The present dissatisfaction is not against the Statute itself, but against the meaning which has been attached to the words "proved merit and ability." It has always been thought that these words were specially intended to refer to members of the Uncovenanted Service whose merit and ability had already been proved in somewhat less responsible positions.

Mr. *Stokes*—continued.

4185. If the provisions of the Statute 33 Vic., cap. 3, section 6, are not repealed, nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—I would make no amendment, except in the way of constituting persons born in Native States Natives of India. The definition is the only protection which Eurasians, domiciled Europeans, and Natives have against the introduction of non-domiciled Europeans. If the latter are permitted to enter the Statutory Service, it will be a violation, not only of the policy of the Act, but it will be certain to tend to the entire exclusion of Natives of India from the Statutory Service. I know of several instances in which non-domiciled Europeans have been put into appointments intended for Natives of India, and there was no chance for the latter, because the former, who sought and obtained appointments, were either closely connected with high European officials, or were able to procure recommendations from former Governors. The Statute

should be made more specific by substituting the word *permanently* for "habitually," and by pointing distinctly to the persons of "proved merit and ability" who are to be appointed, so that there may be no danger of favoritism and jobbery and a violation of the real intention of the Act.

4186. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—Not necessarily; they should be encouraged to do so.

4187. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes; dissatisfaction is felt with the existing system of recruitment. The recruitment only favors the Europeans. The men appointed are too young and inexperienced.

4188. Should any, and if any what, change be made in that system?—Such a change should be made as would give equal chances to all Her Majesty's subjects. Sanskrit, Arabic, and Persian should have equal marks with Latin and Greek.

4189. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the service?—Yes; Natives of India labour under many and serious disadvantages. The examination is conducted only in England, and therefore renders a trip to that country compulsory. A Native parent therefore has to think of (1) the expense, (2) the risk of failure, (3) the chance of his son going wrong, and (4) the religious objection to a trip across the seas.

4190. By what changes may those disadvantages be minimised or removed, *e.g.*—(*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The changes should be as follows:—(*a*) scholarships and passage-money should

be allowed; (*b*) the limit of age should be raised to a maximum of twenty-three years; (*d*) the examination should be conducted in England and India, and Europeans and Natives of India should be allowed to compete without restriction.

4191. Scholarships and passage-money would not be needed if the examination was conducted in England and India would they?—No, the failure of the "Gilchrist Scholarship" to attract Natives of India confirms me in the opinion that nothing else but a simultaneous examination in England and India will enable Government to obtain the best talent available.

4192. If an examination is held in India, should it be identical with that held in England?—Yes. The examinations should be identical, so that no slur of inferiority should be cast on the Native candidates.

4193. Should it be held at one or more centres in India?—I should say one centre.

4194. Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations?—Candidates should be selected in order of merit; but if Government are unprepared to go so far at present, I would say let the appointments be equally divided between Europeans and Natives.

4195. Should there be an apportionment between the residents in the territories of the several Administrations, respectively, or between the members of the principal religious sects?—No. Any apportionment of this nature will cause endless trouble and annoyance. It will be the evils of the Statutory system intensified by caste and religious hatred.

4196. If an examination is held in India, should the successful candidates be required as a condition obligatory to proceed to England to complete their training?—A trip to England should not be compulsory, though it is strongly to be desired in the best interests of the candidates themselves. The enlarged views that education is gra-

Mr. *Stokes*—continued.

dually bringing about in India will in time influence Natives to seek a trip to England on their own account.

4197. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—No, they are not. The men who have passed out in this Presidency were not the best men of their class in college. An open competition in India would recruit the best men available as regards character and capacity.

4198. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—I would most heartily say from "all natural-born subjects of Her Majesty," but I am afraid that at present such an answer would be suicidal to Native interests. It must be remembered that the Covenanted Civil and Military Services are filled entirely by Europeans, and thus they have quite a monopoly of the highest offices. Further, the higher and gazetted offices in the Salt, Customs, the Survey, the Public Works, and the Police Departments are also filled by Europeans, although the Secretary of State's Circular of 1879 distinctly states that "the Governor General in Council does not wish that offices in these departments should be in any way reserved for Europeans," and "the Governor General in Council hopes that it may be possible to appoint Natives of India more and more freely to the higher offices in these departments." Even in the clerical establishments, I know of instances in which Europeans have been brought in over the heads of Eurasians, domiciled Europeans and Natives without their having passed the necessary examinations and without their appointments having been reported to the Secretary of State, such a course being indispensable under the Despatch of 1879. Such being the case, I cannot possibly approve of the admission of Europeans into the ranks of the Uncovenanted Service. If they are to be introduced, they should be only so introduced as not to interfere with the rights of Natives of India, and after they had passed the same tests as apply to Natives of India.

Mr. *Stokes*—continued.

4199. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—By a combination of both.

4200. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—A preference to residents should, I think, be the rule.

4201. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Certainly, as I consider this was the original intention of the Statute.

4202. Do you know any of the young Natives obtained under the present system?—Yes, I knew Mr. Hammett and Mr. Ruthnavelu Chetty. The latter is dead.

4203. He was a very distinguished man?—Yes.

Mr. *Ryland.*

4204. Is it your opinion that a training in England is not absolutely necessary for carrying out the English system of administration in this country?—It is not absolutely necessary.

4205. How can an English training be acquired in this country? Are there any opportunities of acquiring its advantages in India?—The superior education given in India is given by Englishmen. That is quite sufficient for the present. I cannot say more than that.

4206. Is it not desirable to improve what exists at present?—Time and occasions like this will of themselves secure improvement. They will see that a visit to England will do them good, and they will take to it themselves.

Mr. *Ryland*—continued.

4207. Do you not think that people will continue to compete and go on acquiring appointments in this country without going to England?—No, I think the rapid strides in education are changing Native views on the subject.

4208. In talking of Natives, do you speak of Eurasians?—Yes, I speak of Eurasians also.

4209. Do they not value a visit to England?—If possible, they would go; but they have to consider the expense. They have no caste prejudice against it.

Mr. *Ramaswami Mudaliyar.*

4210. The question refers to those who have been selected after examination. As regards expense, I suppose the selected candidates would get a certain allowance?—I have said that some inducement should be given them, passage-money, &c. I would not say absolutely that all men should be compelled to go. Some men would not go; caste prejudices would interfere. I refer to Brahmans.

4211. You think of course that a training in England would do them good?—I do think that.

4212. Supposing it is not compulsory to go to England and an examination is held in India, do you think there would be a predominance of one class over all other classes?—I do not think so.

Mr. *Ryland.*

4213. If you open the Uncovenanted Service to recruitment by open competition, what do you mean by the word "suicidal." I do not understand it. Would not you allow Europeans the same chance of competing as Natives?—No.

4214. When I speak of Europeans, I do not mean simply persons coming out to get employment, but sons of officers who have done long service in the country. Would you exclude them from competing for a chance with Natives?—I have said in the last part of my answer, if they are to be brought out, they should then enter by open competition.

Mr. *Ryland*—continued.

4215. Are Eurasians and domiciled Europeans under any disability or discouragement at present as to entering the Government service?—They are.

4216. Kindly state in what way?—They have not an opportunity of entering the Government service as Europeans.

4217. But as compared with all classes?—There is no encouragement given to domiciled Europeans.

4218. Are the Natives preferred?—They are not preferred, but Natives are more clamorous than Europeans, and therefore they have more chance of bringing themselves forward than Eurasians or domiciled Europeans.

4219. Are you aware of any instance in which qualified Eurasians or domiciled Europeans have been refused admission into the service?—I could not say refused admission.

4220. In any way discouraged?—I myself have not completed my special test examination, simply because I heard no Eurasians could be appointed Deputy Collectors.

4221. Then the absence of encouragement operates in deterring them from qualifying for Government service?—Yes.

Mr. *Stokes.*

4222. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—I would say none—equal responsibilities, equal emoluments. But in case of a service recruited entirely in England, I would give members of that service, without distinction of nationality, a personal or home allowance.

4223. Should any distinction be made in the Furlough Rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground?—None. Furlough should be

Mr. *Stokes*—continued.

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granted only when an officer of any nationality wishes to proceed to Europe.

4224. Are the privileges in regard to pay, promotion, and retiring annuity and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under the Statutory Rules ?—Not entirely. Pay and promotion being equal, I should think that the retiring annuity to a Native officer might be given after a longer service.

4225. Is there anything else you would like to add ?—Nothing.

Mr. *Stokes*—continued.

WITNESS LXX—10th February 1887.

Examination of A. M. JONES, Esq., Deputy Collector, Trichinopoly.

Sir *Charles Turner.*

4226. Kindly let us have the history of your services?—I was first appointed to the Education Department as Head Clerk in the Office of Inspector of Schools. I was then made Sub-Deputy Inspector of Schools. I then got into the Police. I entered the Police in 1862, and remained there till 1870. I then entered the Revenue Department, worked up to Deputy Collector, and have been confirmed as Deputy Collector since 1875. I have been stationed in various parts of the Presidency. I have had my head-quarters in Trichinopoly and in North Arcot, and have been lately appointed by Government to settlement duty. My present pay including allowances is Rs. 615; my pay proper is Rs. 500, but I have a fixed travelling allowance and tentage.

Mr. *Stokes.*

4227. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—I think not.

4228. On what grounds?—Simply because men are not appointed on what it was understood would be the principle of selection. The object of the Statute, it was thought, was to provide for men in the Uncovenanted Service who had proved their claims to higher office in the public service. The public disapproves of a system which ignores the claims of the most deserving, and introduces young and untried men into the higher grades of the public service.

4229. How would you amend the defects of the present system?—By an amendment of the rules.

4230. In what direction?—By restricting selections to officers of proved merit and ability in the Uncovenanted Service. The object of the Legislature, which was to provide for such men, ought to be kept in view. I think the selection should be in the hands of the Government of India.

Mr. *Stokes*—continued.

4231. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—I would prefer to encourage candidates to go to England.

4232. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I cannot say that I have heard of any dissatisfaction.

4233. Can you say if the Natives of India labour under any disadvantages in competing for this service?—They do undoubtedly from the fact that the examination is held in a foreign country.

4234. Would you have an examination in India?—Yes.

4235. Would you raise the limit of age for entering the competition?—Yes, to twenty-three years.

4236. Would you insist on the selected candidates being sent to England?—Certainly. I should insist on a probationary period being passed in England.

4237. Do you think it necessary to put any limitation on the number of Natives who might pass in India?—I should say a proportion of the appointments ought to be reserved for candidates competing in India, and a proportion for candidates competing in England.

Mr. *Ryland.*

4238. What is your reason for advocating an examination in India for the Civil Service?—In the first place, the present centre is not accessible to all. Natives of India in particular are

Mr. *Ryland*—continued.

placed under serious disadvantages by it, and in many cases they are actually deterred from competing by considerations of expense.

4239. Which are the classes most affected by these disabilities?—Hindus as a class, but particularly Brahmans, are the most affected by these disabilities. Their objections are for the most part founded on religious and social grounds.

4240. Is it not expedient to maintain the English character of the examination?—That is absolutely necessary; but I do not think the existence of these prejudices ought to disqualify altogether the men who entertain them. They ought to have a chance; but if they accept the appointment, they should accept the disadvantages also. Once secure of the appointment they would know that their money and time was not going to be wasted.

4241. The only advantage then to be derived from having the examination in India is that the candidate would go to England without the risk of failure?—Yes.

4242. You consider it very necessary that they should be obliged to go after they are successful?—Yes.

Mr. *Stewart.*

4243. Have you considered the consequences of having a simultaneous examination in India and in England?—To a certain extent.

4244. You say that one-third of the appointments should be given to Natives who compete in India?—Yes.

4245. If more than one-third of the successful candidates on the list were Natives, you would exclude the surplus candidates?—Yes.

4246. Would it not be unfair to disqualify Natives in favor of Europeans?—I fancy it would. Some scheme of compensation would have to be provided. If they were very superior to the men that competed in England, that circumstance ought to be taken into account, but I could not suggest any rule just now on the subject.

Mr. *Stokes.*

4247. Should the Uncovenanted Service be recruited only from Natives of India, as described in Statute 33 Vic., cap. 3, section 6, or from all natural-born subjects of Her Majesty?—From Statutory Natives, including domiciled Europeans and Eurasians.

4248. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—I think the present system is satisfactory. It combines competition and nomination by special tests.

4249. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations, respectively, or with a preference for such residents?—The recruitment should be provincial.

4250. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—They should be given to the Uncovenanted Service.

Mr. *White.*

4251. What was your position in the Police when you left it?—I was a First Class Inspector.

4252. Had you no chance of further promotion in the department?—No. I passed all the examinations, and got up to the highest point that they said was open to an Uncovenanted Servant. I was told I could not hope for any higher promotion.

4253. Then you were transferred?—I passed the test required for Deputy Collectors, and applied for the office for which I was told that probation as Tahsildar was necessary. I sacrificed salary and entered on probation as a Tahsildar.

4254. Was there any prohibition on the part of the Government of India against the promotion of Inspectors of Police?—On the contrary, there were orders of the Government of

Mr. *White*—continued.

India that the office of Assistant Superintendent should be given to officers who had passed as Inspector, but the Local Government said they were acting on the advice of the Inspector-General of Police, who thought it unadvisable that Eurasians should be promoted, and that it was necessary to have men of good social position, sons of gentlemen, as he called them.

4255. Which was really a violation of the order of the Government of India?—The Government of India suggested to the Government of Madras that a certain number of appointments should be given to men of the grade of Inspector; but the Government of Madras wanted to work on their own lines. They said there were certain reasons, which made it undesirable, and the Government of India did not insist on the rule being carried out.

4256. Have there been any other instances in which men have not received the promotion they were entitled to?—Yes. There have been many. All the men who did get appointments as Assistant Superintendents in supersession of Inspectors were not men who could claim the appointment on the ground of superior ability. There are men who are now Assistant Superintendents who were put under me to learn their work.

4257. Has this been a bar to the promotion of Eurasian Uncovenanted officers?—A very effectual bar, and one that is felt to be a great hardship.

Mr. *Ryland.*

4258. The ground on which you were refused promotion was that they wanted men of good family in the service. Have you found that Natives have been preferred?—No Natives have been employed in the upper ranks of the Police.

4259. You are now employed in the Revenue Department?—Yes, as Deputy Collector.

4260. Have you found in that Department that Eurasians or domiciled Europeans are under any disability?—No. I cannot say that I have found that to be the case in the Revenue Department.

Mr. *Ryland*—continued.

4261. Has this order been allowed to operate in any case you are aware of?—Only for the Police, which is a kind of semi-military service. There is no order of that kind in the Revenue Department.

4262. Is there any other condition that operates harshly towards, or keeps Eurasians and domiciled Europeans out of the Subordinate Executive and the Judicial services?—I do not think there is. There is nothing to keep them back, or deny them the promotion they have earned.

4263. And there has been no disinclination to appoint them?—Not so far as my experience goes.

Mr. *Stewart.*

4264. You say you had to pass through a certain probation as Tahsildar before you were made Deputy Collector?—Yes.

4265. How many years were you Tahsildar?—I was First Class Inspector for many years. I then sought the post of Deputy Collector, because I was shut out of promotion in the Police. Colonel Drever was the Inspector-General here. I applied to him. He was prepared to recommend me for an Assistant Superintendentship of Police. I had passed through all the grades in a remarkably short time, and passed all the tests prescribed, and in every way proved my fitness as a police officer, and Colonel Drever was quite willing to have me in the grade of Assistant Superintendent.

4266. How long were you a Tahsildar?—Two years.

4267. How many years were you in service before you acted as Tahsildar?—I had had thirteen years' experience in the public service.

4268. Did you find the duties of Tahsildar very strange at first?—I had passed the revenue tests, and had enjoyed opportunities of knowing a Tahsildar's work.

4269. Do you think it would be safe to take University graduates, and after a year or two to appoint them Tah-

Mr. *Stewart*—continued.

sildars?—Yes; it would be safe after a year or two's service.

4270. In what post could they best qualify?—There are Deputy Tahsildars and Taluk Sheristadars, but the work is of much the same character.

4271. Do you approve of Tahsildars being promoted as Deputy Collectors?—Yes. That is the proper training ground. It is only a higher form of Tahsildar's work.

4272. Could you not get graduates of the University to enter Tahsildars' offices on salaries of Rs. 20?—In my experience as Deputy Collector for so many years, I have found I could get them even for Rs. 15. I am just now advertising a temporary post, and I am in receipt of applications, many of them from F. A.'s and B A.'s; so that in this Presidency we have no lack of applicants for Government service.

4273. Is there any difficulty in getting a graduate, who wishes to become a Tahsildar, to commence on Rs. 15?—The lower he can go, the more varied the knowledge he acquires.

4274. Would it in any way be derogatory to the graduate?—I do not think so. I think it has a good effect. It teaches a man to stoop to rise, and the only question is whether, if he has acquired much academic distinction, he might not think it compromising to his position. But I think it is an advantage to have him enter on Rs. 15.

4275. Is it necessary to have such a high educational test as B. A. of the University for a Tahsildarship?—For the post of Tahsildar, I think it is desirable, I would not say absolutely necessary or indispensable. Rules have lately been published with that object. None but graduates and F. A.'s are eligible for examination.

Sir *Charles Turner*.

4276. Why do you consider it desirable to appoint a Tahsildar from graduates?—We find that these men take a shorter time to learn their duties, and that they learn the ways and customs of the people more quickly.

Sir *Charles Turner*—continued.

4277. In respect of official morality?—Their education raises their moral standard, and the tone of the service generally.

4278. Do you think it desirable that the Magisterial and Revenue duties of Tahsildars should be separated?—I think it is desirable.

4279. For what reason?—For the simple reason that the Tahsildar is at all times liable to be, and is in fact encouraged to keep away as much from head-quarters as he can, so that he may look after his collections and the revenue questions affecting the Taluk under him. The Magistrate's work requires an officer to be stationary for the convenience of people having business before him as Magistrate. The duties of the two offices conflict.

4280. Do you think a Tahsildar would lose his influence if he lost his Magisterial functions?—I do not say that. A few of the Tahsildars naturally like to go about with a good deal of pomp.

4281. Could a Tahsildar collect his revenue as efficiently without possessing Magisterial powers?—Just as efficiently.

4282. With regard to Deputy Collectors, would you separate the powers?—Deputy Collectors now stand more in the position of Covenanted servants. If the separation is effected in the higher branches of the service, I should carry it down to Deputy Collectors.

4283. Have you found any inconvenience in the administration of criminal justice from the circumstance that Deputy Collectors are itinerating officers?—Difficulties are sometimes experienced, but a Deputy Collector can always regulate his movements in such a way as to provide for cases being heard at head-quarters.

4284. Is there in the Madras Presidency a Treasury Deputy Collector always at head-quarters?—Yes.

4285. Are these officers put in charge of certain Taluks?—There are Deputy Collectors on general duty and Magistrates on general duty, with a certain number of Taluks under them. One Taluk is selected as head-quarters. They reside there; and they travel

Sir *Charles Turner*—continued.

over their Taluks as often as may be necessary. They are not at the head-quarters of the district, but at the head-quarters of their divisions.

4286. In this Presidency, Sub-divisional Officers are required to live at their sub-divisional head-quarters, and not at the head-quarters of the district?—Yes.

Mr. *Stokes.*

4287. Would you make any distinction in the pay of an office according to the nationality of the officer?—Certainly. I think in the Statutory Service the proportion is fair.

Mr. *Stokes*—continued.

4288. Do you think Rs. 200 is a sufficient initial salary for a Statutory Civilian?—It is low pay to start with; but even a man, who comes from England, does not get more than Rs. 350. I do not think Rs. 200 is very low.

4289. Do you think they get enough furlough?—Yes, I think so.

4290. Have you anything else to add?—No.

WITNESS LXXI—12th February 1887.

Examination of the Hon'ble P. P. HUTCHINS, of the Covenanted Civil Service, Member of the Council of the Governor of Madras.

Sir *Charles Turner.*

Sir *Charles Turner*—contd.

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The Hon'ble *P. P. Hutchins.*

4291. In what year did you enter the Civil Service ?—In the beginning of 1858.

4292. You are a Haileybury man, I believe ?—Yes, I was in the last term at Haileybury.

4293. Since that time what appointments have you held in the Civil Service ?—I have been through all the Revenue grades. I was for a very short time Sub-Collector, and then entered the Secretariat; subsequently I was for some time Judge of the Small Cause Court, and then Registrar of the High Court. Since then I have been in the Judicial Service as District Judge, for about sixteen years, until I was appointed to the High Court and lately to the Council of this Presidency. My experience has been principally, of course, in the Judicial line, especially for the last fifteen or twenty years.

4294. May we take it that the views you entertain on the matters now under enquiry are represented generally in the answers which have been placed before us by the Madras Government ?—Yes, in detail, but many of these answers must be read carefully with the heading of the chapter or section in which the questions occur and not as a connected or a deliberate opinion apart from the questions so read.

4295. It will be unnecessary for us perhaps to go through the different topics seriatim. We will take you to those on which you can afford us special information. Can you tell us whether there have been frequent disturbances between members of different sects in this Presidency within the last ten or fifteen years ?—Yes, there have been, certainly.

4296. In what places?—Chiefly, of course, in Malabar where Mopla outbreaks are of very frequent occurrence. Then there have been the Salem riots between Mahomedans and Hindus. In Tinnevelly, in 1882 and 1883, there were riots between Roman Catholics and Protestants, and last year there were two riots; I think both of them were between Mahomedans and Hindus and were owing to a Hindu festival and the Muharram falling together; in Bellary there was some similar rioting; I do not think the rioters actually came to blows in that case, because we happened fortunately to have one of our Statutory Civilians, a Mahomedan, on the spot, who was able to restrain his co-religionists. Then in Gudiattam there was a considerable disturbance in 1884. In that case the Deputy Collector went out and tried to do what he could to pacify the crowd, but as he did not succeed, the District Magistrate, on hearing of it, went to the scene of disturbance, and I believe he did succeed within a very few minutes. Then in Trichinopoly there was a riot in 1882, and there have been a good many others in different parts of the Presidency, but I think I have given you all those that occurred since 1880. They have been principally due to religious disputes. I may mention, that in Chingleput, or rather in Conjiveram, there is a great pagoda and disputes occur continually between the different Hindu sects in that place, and have once or twice resulted in riots, though they were not very serious.

4297. Have you considered whether any reduction could be made in the staff of the Covenanted Civil Service in this Presidency ?—I have not considered the question in any detail, but generally I may say that the Government are certainly desirous of employing Natives as far as they can. Of course it depends entirely on

Sir *Charles Turner*—contd.

whether the Statutory Service is continued; if it is, we shall have the means of giving higher appointments to Natives at once. If, however, the Statutory Service is altered or given up, we should certainly like to be able to promote men of proved merit and capacity from the Uncovenanted Services.

4298. To posts of considerable responsibility?—Yes to give them posts which have hitherto been reserved for the Covenanted Service.

4299. Do you mean posts at the bottom of the list?—My own impression is that if we take men of proved merit from the Uncovenanted Service we cannot put them in at the bottom of the list. The only gentleman hitherto chosen in that way for the Statutory Service is Mr. Ramachandra Rao. He is the only one with whose appointment I was concerned and he is already an Acting Assistant, drawing about Rs. 700, although he entered the service only about a year ago. I may mention that this year we sent up the name of a gentleman, and if our recommendations are accepted, he will no doubt be appointed. He will belong to the Judicial branch and in all probability will begin in somewhat the same way as Ramachandra Rao. He has not as yet had any Revenue experience and it is desirable, I think, that everyone who is destined for higher office should have some Revenue and Administrative experience as well as Judicial. Hitherto this gentleman has only been in the Judicial line, but after a few years in the Revenue line I hope, personally—and I think my colleagues are of the same opinion—to see him tried as a District Judge. Of course it is difficult to find a district where a Native would be fitted to be District Judge, but we want to try it as an experiment, which, if it succeeds, we might repeat in other districts.

4300. Are there at present any districts in the Madras Presidency which you think might be safely entrusted to a Native Collector?—It is very difficult to say. I should myself like to try the experiment, just as

Sir *Charles Turner*—contd.

I propose to try it in the Judicial Service in the case I have mentioned. I would not object at all to see the experiment made, for instance in the Ceded districts, which are very different from the other parts of the Presidency. I should like to see them treated as an entire district and have one Judge there. I am not quite sure whether it would answer to have only one Collector for the whole of the three districts, which would be very large in extent; but there might certainly be one Judge with two Assistant Judges, and, possibly, one Collector, or at any rate one Commissioner, with some kind of officer intermediate between him and the Sub-Collector.

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The Hon'ble *P. P. Hutchins.*

4301. Have you any sub-division at present in charge of an officer intermediate between a Head Assistant and a Collector?—The Sub-Collector is very much in the same position as a Head Assistant. He is only a Divisional Officer, and it is a very great step from Sub-Collector to Collector. We have never yet tried a Native even as a Sub-Collector. We have, however, several Native Deputy Collectors who are divisional officers with practically the same powers as a Sub-Collector.

4302. Have these Native Deputy Collectors done their work satisfactorily?—Some of them certainly have.

4303. Would it, do you think, be desirable to throw open all the District Judgeships to Natives?—Certainly not. As I say it is a very serious step and one which ought to be taken most gradually. We have, as I have already said, chosen a man with a view to try him as a District Judge, and I hope that before long we shall be able to do so. At present it is too much promotion for him and he will have to go through some Revenue and Administrative experience before he is fit for it. But if he succeeds I should like to see the experiment repeated, so that by degrees we might have a few Native District Judges. But at present to appoint Natives to all our District Judgeships would be impossible. The people would not like it and the Bar

The Hon'ble *P. P. Hutchins.*

Sir *Charles Turner*—contd.

would not like it; nor do I see how we could meet the just expectations of gentlemen already in the Service, nor how the High Court could be manned.

4304. What are the duties of District Judges besides Judicial work?—They have an immense deal of Administrative work to perform. They have to superintend the work of the other Judges, *viz.* the Munsifs and Sub-Judges.

4305. Do they make reports to Government on which the promotion of the Native Judges depends?—Yes, and that is a very important part of their work; and of course they have their Criminal work also, and that is a stumbling block with Native Judges. For many years now we have not had any Native Judge (I am now distinguishing a Judge from a Magistrate) who has had any Criminal powers. Some twenty-five years ago, before the Criminal Procedure Code was introduced, we had Principal Sudder Amins, Sub-Judges as they are now termed, who exercised Criminal powers to a small extent, I suppose, equivalent to those of a District Magistrate.

4306. Why was that union of functions abandoned?—I suppose it was because the Criminal Code, which was introduced, was made to apply generally to the whole of British India.

4307. Had not that system worked satisfactorily?—The only drawback to it was that there was no definite time fixed for the despatch of Criminal work. The Principal Sudder Amins had to take up Criminal cases whenever they came in, and then that materially interfered with Civil work. Just when they had a most important Civil case going on a Criminal case might be sent in which might throw out everything else. I may mention that when I was in Madura I asked that one of my Subordinate Judges might be invested with Criminal powers, but it was not done.

4308. You have had experience of the work of Native Magistrates?—Yes.

4309. And, in your judgment, is their work fairly well done?—Many of them make good Magistrates, but not all of them. I should say that, as a rule, a Native makes a better Civil than Criminal Judge.

4310. Have you noticed any general defect in the character of the work of the Native Magistracy?—I do not know that I could name anything in particular. I should be sorry, however, to see a case in which the popularity of the Judge was involved entrusted to a Native, or a case in which there was considerable feeling outside; because I think a Native Judge would be too much biassed by it, or afraid to give a decision according to his conscience, or to pass an adequate sentence if he thought he might incur unpopularity by it. There are no doubt exceptions. The difficulty may be obviated by very carefully selecting our men, and then I do not see why they should not be entrusted with Criminal Jurisdiction also.

4311. What is your opinion of the work of the second and third class Magistrates?—I have not seen very much of their work. I never saw it as Sessions Judge before I was appointed to the High Court, and even then only in a very few cases; but some of their cases have undoubtedly been very well tried.

4312. Have you ever observed any tendency on the part of these Magistrates to rely too much on matters which have come to their ears outside the Court?—I have often had that alleged before me, and have sometimes seen reason to think so.

4313. Have you observed it in their judgments at all?—I have sometimes seen it in their judgments, no doubt.

4314. Have you seen references made to men's antecedents and character which did not bear directly on the subject of enquiry?—Yes, I have seen that.

4315. Do you think it expedient for an officer appointed to the High Court that he should have had both Judicial and Revenue experience?—Most certainly. I do not think the High Court could well get on if no one of the Judges had had Revenue experience.

4316. Do you think it expedient for a District Judge that he should have had Revenue training?—Certainly; I

said so with reference to the nomination I mentioned as having been made this year for the Statutory Service.

4317. Do you consider that before an officer, whether a European or a Native, is appointed a Collector or a Judge he should have had experience both of Judicial and Revenue work?—It is desirable for a Collector, of course, that he should know something of law, but I do not think it necessary that he should have gone through a strictly judicial training. He is a Magistrate and of course he must acquire a judicial habit of mind or otherwise he will not make a respectable Magistrate; but it is not necessary that he should know anything about Civil law.

4318. Do you think he can advise the Government as to litigation they may have to institute or defend, if he has not had judicial experience as efficiently as if he has had that experience?—Certainly not. In that case he would have to trust to his legal adviser.

4319. Is it not the case that Government must necessarily be very largely influenced in the conduct of legal preceedings by the opinion of the Collector?—Yes.

4320. Have you considered whether it is desirable that the Magisterial and Revenue functions of Tahsildars should be separated?—There are reasons certainly why I should like to see them separated, if it could be done without undue expense. It would of course make it necessary to have a great number of local officers; in fact there would have to be two officers where you have one at present.

4321. Do you know whether it is or is not the case that Tahsildars have a great deal too much to do at the present time?—Certainly.

4322. Is it in consequence of this pressure of work on the Tahsildars that dissatisfaction has been expressed with the manner in which they discharge their Magisterial duties?—In many instances I should think it was so.

4323. Then if the union of the two functions is maintained it may be necessary to give the Tahsildars further

assistance?—In some Taluks it would certainly be necessary. A scheme to that effect has already gone up to Government and received sanction, and only financial difficulties have prevented its adoption.

4324. The Sheristadar has a great deal of Magisterial work to perform, has he not?—In some Taluks it is so. It is certainly not desirable that it should be so. A Sheristadar is not as a rule a good Magistrate. He is an accountant more than anything else. One or two of them have made fair Magistrates, but those were exceptional cases. I ought, however, to say that I have had very little experience in these up-country Courts of late years.

4325. Do you know whether it has frequently been a ground of complaint that cases have been dismissed by reason of the absence of parties, owing to the fact that the Revenue officer has changed the place in which it was supposed he would sit?—Such cases have come before me in the High Court and as an up-country Judge also. But I do not think such a thing could occur now; if it did, it would be quite an exceptional case.

4326. Have there not been cases of this kind before the High Court in recent years?—I remember one or two cases in which a summons or notice to appear was given without assigning the place of appearance. But I do not remember such a case having occurred within the last three years.

4327. Within the last four years has the High Court issued any orders on the subject?—Yes, and it is chiefly in consequence of these orders, I think, that there have been no cases of the kind since.

4328. When did you enter the High Court?—In 1883.

4329. Were those orders issued after that date in consequence of some cases which had come before the Court?—Yes.

4330. Did the order suggest that criminal work should be, as far as possible, taken at head-quarters, and that the date of taking it and the place

Sir *Charles Turner*—contd.

The Hon'ble *P. P. Hutchins.*

where the Court would hold its sittings should be determined beforehand?—It was to that effect, and also required that if a case was adjourned to a certain day the Magistrate should say where he would be sitting on that day, and arrange accordingly.

4331. With peripatetic Magistrates is it not sometimes necessary that the complainant and the witnesses for the prosecution and defence should travel some distance round the district?—I am afraid it is sometimes.

4332. How many miles a day does the Magistrate generally march?—Very seldom more than ten or twelve. It would depend, of course, on whether he was a district or a taluk officer. A divisional officer might do more.

4333. Are there many districts in this Presidency where there is no Railway by which you can travel from place to place?—A great many.

4334. And where there is no public conveyance of any kind?—Yes.

4335. In such cases might it not happen that the prosecutor and the witnesses might have to go either by private conveyance, or on foot to the place of trial?—Yes. He might even have to walk twenty miles, but very rarely so much as that I should think. The Tahsildar himself does not like moving about quickly.

4336. The cases you mentioned as having come before the High Court were principally those in which professional assistance had been engaged?—Yes, and possibly that accounted for their being brought to the notice of the High Court. I remember one case, I think it was a revenue suit, but there have been several Criminal cases also.

4337. Would not all that inconvenience be avoided if you could always have a Magistrate sitting at headquarters?—Quite so. I admit it would be very desirable and, I think, when the work is exceptionally heavy, it might be done; but to make it a general rule throughout the country would of course entail enormous expense.

4338. Is it expedient to entrust officers on less pay than Rs. 100 with Magisterial powers?—I think many Assistant Magistrates do their work very well, although they get much less. In the old days it used to be the commonest thing for a man on Rs. 30 to have Magisterial powers.

4339. That was no doubt abandoned with a view to placing the service above suspicion by putting the Magistrates beyond the reach of temptation?—Yes. Personally I should like to see all our Magistrates much more highly paid.

4340. In this Presidency there is a Registration department which is independent of any other. You do not I believe entrust Registration to the Revenue officers?—No, the functions of the two are quite separate and the Inspector General of Registration insists strongly that all Registration officers should be in their offices from eleven o'clock to five daily.

4341. The Registration agency is always at head-quarters, is it not?—Yes.

4342. That agency is I believe largely recruited from University graduates?—Yes.

4343. Would it not be desirable to constitute the same persons who are at present Sub-Registrars in the different Taluks, Magistrates for the Taluks?—Such a system has many advantages. Of course there is the advantage which you have just pointed out that the Registrar is always at head quarters, and that he is presumably a reliable man and a man of education.

4344. That he is, in fact, a man who is already entrusted with large responsibilities?—Quite so.

The Hon'ble Mr. *Quinton.*

4345. What pay do Sub-Registrars get?—They are very fairly well paid. I do not remember the exact amount. Practically I do not think any but graduates are appointed to that department and no doubt many of them would make very good Magistrates.

Sir *Charles Turner.*

4346. Would it not also be anadvantage that Registration should be conducted in open Court. That is to say, does not the identification of

Sir *Charles Turner*—contd.

persons in open Court afford a security, in which the present system of Registration is wanting ?—Yes, I think it would be so. I have known cases in which there has been either real or alleged personation which might have been avoided if the Registration had not taken place in a sort of private room which is, however, more or less a public office.

4347. Has not the High Court accepted a recommendation that the Sub-Registrars in Malabar should be invested with Magisterial functions ?—Yes, and the result of it is that they do all their Magisterial work before 11 o'clock, during their walks abroad, principally in connection with offences against sanitation.

4348. You say they are principally engaged in the trial of petty cases relating to sanitation ?—Yes.

4349. Are not those the very class of offences, for which, involving as they do very small penalties, it is extremely hard on people to oblige them to accompany an itinerating Court ?—It would be so no doubt, but such cases very rarely last more than a day. There is generally the Sheristadar at hand to attend to such cases.

4350. But has not the Sheristadar too much to do already ?—In some Taluks that may be so, but I do not think it is the rule.

Mr. *Stewart.*

4351. Is any of the Magisterial work in the Mufasal done by Honorary Magistrates ?—In some large towns benches have been formed.

Sir *Charles Turner.*

4352. In investing Registrars with Magisterial powers do you apprehend any difficulty from the fact that the officer would be subject to the supervision of two departments ?—No, I think not, but I have not looked into the question very carefully. I remember, however, that in the old days, when the Registration system was first introduced the work was done by the Tahsildars and Sheristadars, and, that since the work was taken from them and given to separate officers, both it and the Revenue derived from it have enormously increased, and I believe that is what the Inspector-General of Registration chiefly relies on.

4353. Was not that due to the fact that in the old days the Registration work was postponed to the Revenue work in the office ?—It was very likely due to the fact that the Tahsildar was very much overworked and could not attend to everything.

4354. Is not every Magistrate and Assistant Magistrate in the district in a certain sense subordinate to the High Court ?—Certainly.

4355. And subordinate also to the Board of Revenue ?—Certainly.

4356. Has any practical inconvenience resulted from that arrangement ?—None at all. I do not think an objection on that ground would have any weight.

4357. Do you know whether the Registration department in this Presidency is efficient for the purpose of ascertaining incumbrances ?—No, I do not think it is. It is intended only for the registration of assurances, not of title.

4358. Is it easy to ascertain whether a deed affecting the title to property has been executed ?—It is very difficult to do so. If you do not know the names of the parties it is almost impossible.

4359. Would it not be better to transfer the Registration of all instruments relating to title in land, to the Revenue Registry ?—It would have great advantages no doubt. If you could introduce a system of Registration of title, it would be very desirable.

4360. For fiscal purposes, I believe, a record is already kept. Does the record show who is the holder of the property ?—Yes, we know the person in whose name the pottah is issued.

4361. Are Revenue Registrations duly kept up in this Presidency ?—It is not always the case. We sometimes find that the man in whose name the pottah stands is dead.

4362. Ought not that to be corrected annually ?—It ought to be, and

Sir *Charles Turner*—contd.

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is to a great extent, but such things do frequently occur.

4363. Would it not tend to secure at the same time a more perfect system of Revenue collection and a more effective system of Registration, if the Registration of all dealings in connection with Revenue paying lands was again restored to the Tahsil officers?—It would no doubt.

The Hon'ble Mr. *Quinton.*

4364. With reference to the answers of the Madras Government regarding competition in India, can you reconcile the apparent contradiction between answers 151, 222 and 223?—I am sure the Government had no intention to recommend that a competitive examination for the Covenanted Service should be held in India. I believe the first question to which you refer was answered on the hypothesis that such an examination had been decided upon, but I will inquire and communicate with the Commission.

Mr. *Stewart.*

4365. You say you have no objection to appoint a Native Collector as an experiment?—I think we might perhaps do so.

4366. Have you considered how it would answer to place a European officer in subordination to a Native Collector?—I have thought of that.

4367. Do you anticipate any difficulties from it?—Of course it is a difficulty which has to be met, but it is not an insuperable one if we get a really good Native officer, and I would not try the experiment otherwise.

4368. Would any difficulty be likely to arise in case he had to deal with the Military Officers of the district?—We have so few Military here. There are many civil stations where there is no Military element at all, and there are only three or four where there is a Military element. Of course cases of riot might occur in which you would have to send for the Military.

4369. Would you advocate placing a Native officer in charge of a district

Mr. *Stewart*—contd.

the whole subordinate staff of which was officered by Natives?—I should most certainly like to see a European in every district and my impression is that the Native Collector would be very glad to have one there.

4370. Do you think the separation of the Tahsildar's Magisterial from his Revenue functions would in any way decrease his influence in the Taluk?—I think his influence would be quite sufficiently great without his having Magisterial powers. But so far as I can see it is almost impossible to separate the two functions completely. In some few exceptional Taluks, where the work is very heavy, it might be done.

4371. Do you think the present class of Tahsildars are fitted for the duties they have to perform?—I think they are improving every year and I am sure that in the judicial service the judges are very greatly improving.

4372. How do Tahsildars compare with Munsifs and Subordinate Judges?—I think we have equally good men in both services. Natives certainly shine more in a Civil judicial than in any other capacity that I know of.

4373. Do you think you could improve the subordinate executive by more directly encouraging University graduates to enter it?—It seems to me that you can already get a University graduate for almost any office in the Government service you like. I do not see what further inducement is required.

4374. Do you think you could get graduates to enter as Revenue Inspectors and rise through all the grades?—You can certainly get them to take any clerkship on less pay than a Revenue Inspector gets. They might not like the moving about that a Revenue Inspector has to undergo, but for any sedentary occupation they would take a post of Rs. 20 or 30 very gladly.

4375. Do you think they would undertake the drudgery of rising up to the post of Tahsildar?—There are many graduates who will. The supply is so very large.

4376. Do you think it would be advisable to give preference, among persons aspiring to the post of Tahsildar,

Mr. *Stewart*—contd.

to those who can produce a certificate of agricultural proficiency?—A knowledge of agriculture is sometimes useful, but I do not think it is at all essential to a person holding a Tahsildar's office. No doubt it would be useful for a Revenue Inspector as it would enable him to give advice when he is on tour.

4377. Would you approve of a preference beng given to those who have passed an agricultural course at Saidapet?—I think agricultural knowledge is always useful, but I would not insist upon it at all. Many of our best Tahsildars know nothing whatever about it.

Mr. *Nulkar.*

4378. The Madras Government have said in one of their answers that an examination in India would give a decided advantage to Brahmans, and in another they say that if the visit to England was made obligatory it would have the effect of excluding Brahmans from certain appointments. How do you reconcile these two statements?—I do not myself see any inconsistency. They say first that if there is open competition in India Brahmans will preponderate among the successful candidates, and, then, that if you insist on their going to England the Brahmans will fall off in numbers.

Mr. *Ramaswami Mudaliyar.*

4379. You say that Natives shine more as civil than criminal judges. Is it not the fact that the Native criminal judges are less well educated than the civil judges?—If by Criminal Judges you mean Magistrates, I suppose, taking the average, they are. Of course some of our Magistrates are very well educated indeed, and some of our Civil Judges are not well educated.

4380. Are there not more graduates now holding Munsif's appointments than Tahsildarships?—I think so. I think it is greatly owing to education that they are improving.

Mr. *Ramaswami Mudaliyar*—contd.

4381. Is there any reason to suppose that if Tahsildars have the same training and the same educational qualifications as Civil Judges they would not do Magisterial work as well as the latter do civil work?—The criminal work I had in my mind was something different from Magisterial work. The criminal work of a Sessions Judge is very much more important and difficult, and therefore it is that I say I should like to invest one of the Subordinate Judges with Sessions powers before I committed myself to an opinion in favor of appointing a Native as a District and Sessions Judge.

4382. But you see no antecedent reason for supposing they would not succeed?—No; it is only the doubt whether the Native would risk giving a sentence which would be very unpopular with his friends. I am afraid he would be under great temptation not to do it.

4383. Have Native Presidency Magistrates, on the whole, done their work well?—Some of them have not done it so well as I should like.

4384. Among the Subordinate Judges who have been appointed Presidency Magistrates?—I have not known any whom I thought made very first-rate Presidency Magistrates, and some of them were distinctly inferior.

4385. I suppose Subordinate Judges could be safely entrusted with the purely Civil Judicial work of districts?—Yes, for the Civil work I have no objection to them, the administrative work would be the difficulty. I have seldom met a Native civil judge who was a good judicial officer from the administrative point of view. You see they do not get much training for administrative work now, because all that work is left to the District Judge.

4386. Do you think it absolutely necessary that a man who has received a good education should rise from the lowest grade in order to become a Tahsildar?—I do not think as a matter of fact they do always rise from the lowest grade; they begin as clerks but not clerks of the lowest grade, and they get very quick promotion. I should not like to appoint any

Mr. *Ramaswami Mudaliyar*—contd.

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person even as a Deputy Tahsildar, unless he had undergone a previous training.

The Hon'ble *P. P. Hutchins.*

4387. How many years' training would you think necessary?—It is difficult to say; one man might get sufficient training in a very few months, and another might require as many years. I do not think you could lay down any hard-and-fast rule. I would not appoint a man a Tahsildar at once any more than I would make him a Munsif, unless of course he had had a professional training. If we had a profession which gave Revenue training then of course we might take men from that profession for Tahsildars, appointments. In the case of Munsifs you have the training at the Bar, which is quite a sufficient training for good Judicial work.

4388. Has the High Court laid down any definite rules as to the principle which is to guide it in appointing Munsifs?—I think the fewer rules the better in such cases.

4389. Do you not think it would be as well to have definite rules?—I do not see what rules you could lay down, more than to require certain qualifications, which is done now, and then make your selection from persons qualified accordingly.

4390. How would you approve of a system by which the names of persons possessing those qualifications were placed on a register and selections made according to seniority?—I should be very sorry to see anything of the kind. In the first place it is not an easy matter to decide whether a person is fit to be made a Munsif; but, according to your suggestion, when a person possessed the necessary educational and professional qualifications it would not be necessary to consider whether he was a man whom you would wish to make a Munsif; you would be compelled to appoint him when his turn came. It would, in my judgment, be better to wait until the occurrence of a vacancy and then to choose the best man who could be obtained. And there is another objection; you might consider a man generally qualified to be a Munsif and put him down on the list, but when the vacancy occurred you might find that it was in a district for which he was not suited.

Mr. *Ramaswami Mudaliyar*—contd.

4391. Do you consider that there is room for the employment of more Natives as High Court Judges here?—There is plenty of room for another Judge, and I do not see why he should not be a Native, if a Native is found who is sufficiently qualified.

Mr. *Stokes.*

4392. Have you ever heard of any difficulty having arisen in any station where there were European troops from the fact of the Treasury Deputy Collector being a Native?—I cannot recollect any.

Sir *Charles Turner.*

4393. Was not a Eurasian Munsif at Bellary invested with the powers of a Justice of the Peace?—Yes.

4394. I believe you said that you had no great experience of the work of second and third class Magistrates?—Not of late years.

4395. And you said you considered they were as good as Munsifs?—No, I do not think I said that.

4396. Do you consider the second and third class Magistrates in this Presidency are at all equal to the Munsifs?—No, certainly not.

4397. As regards official morality?—I think they are both very much better than they used to be. I have very rarely of late years heard complaints about Munsifs.

4398. Relatively, what do you think of them?—I have not had very much to do with Tahsildars, but they also, as far as my experience goes, are decidedly better than they used to be.

4399. Have you heard complaints about the way in which they exercise their Magisterial functions?—I have heard some.

4400. You have said that you would not appoint a man a Tahsildar at once?—Yes.

4401. Are not both Tahsildars and Sheristadars made Magistrates

Sir *Charles Turner*—contd.

without their having had any legal training of any sort or kind?—Many of them have not. I am constantly having recommendations sent up to me for Magisterial powers, and when I look to see what the man's qualifications are I find that he is a clerk, sometimes a magistrate's clerk, sometimes not even that.

4402. Is it not a fact that in some cases Magisterial powers are given to men who have never had any training in a Magistrate's office?—Yes.

4403. Yet you would not make a man a Tahsildar unless he had undergone some training in a Revenue office?—No.

4404. Is it not of real importance to the people that persons who have power to fine and imprison them should have been properly trained?—A Tahsildar would be useless unless he had at least third class Magisterial powers. I was speaking with reference to him as both Revenue officer and Magistrate.

4405. You may have Sheristadars at times who have never been trained as Magistrates, may you not?—Yes, and at times Deputy Tahsildars, and even Tahsildars in the lowest grade Taluks may have had no training as Magistrates. We give such men third class powers until we see what they are fit for.

4406. Third class powers allow the officer to imprison for a month and to inflict fines up to Rs. 50, do they not?—Yes.

4407. You say graduates are very glad to take clerkships on Rs. 15. I suppose you would admit that there are graduates and graduates?—Oh yes.

4408. A graduate who has obtained a good class would probably not accept an appointment on Rs. 15?—Probably not. He would certainly try to get something better, but if the number of graduates increases very greatly he might.

4409. Does not the pay which a man is willing to take depend partly on his intellectual qualifications?—No doubt, and also on what he can get elsewhere.

4410. And also on his private means. If he has no private income he would be glad to obtain a post on any salary?—Yes.

4411. You have said that promotion is rapid?—In the case of a very good man, it is. An exceptionally good man will certainly get exceptional promotion.

4412. What length of training do you say a good man would require to fit him for the office of Tahsildar?—I could not fix a period without knowing what sort of training.

4413. If he entered as a Revenue Inspector or clerk in a Tahsil?—I think so far as Revenue duties are concerned that a good man might qualify himself to become a Tahsildar in a year and a half or two years.

4414. You say it is extremely difficult to separate the Revenue and Magisterial functions of Tahsildars. Do you mean difficult on financial grounds?—Yes.

4415. Purely on financial grounds?—Yes.

4416. Could you not effect a very considerable reduction in expenditure by substituting a Native agency for the present European staff in the posts of Assistant and Head Collector?—Of course the substitution of Native for European agency would bring about a reduction in expenditure.

4417. As a Judge of considerable experience, do you think that the efficiency with which what may be termed the petty Magisterial work of the country is performed, has not very much to do with the happiness of these people?—Certainly I think it has.

4418. Might not instances occur in which men would be ruined by injudicious fines and a series of vexatious complaints?—I do not think that a Magistrate would abuse his powers to that extent for any length of time, and I do not think a man could impose excessive fines even in the most innocent way without attracting attention and having his mistakes corrected. He might, of course, do so occasionally, but even then there is the possibility of its being brought to notice by application to the High Court.

4419. Is it not a fact that although the Magistrates and Sessions Judges have power to refer cases, the High

Sir *Charles Turner*—contd.

Court has had very frequently to interfere and reduce fines in cases of nuisance and other petty cases?—Yes, I remember a good number of such cases in connection with Salt especially.

4420. Is there any other point which you would like to bring to the notice of the Commission?—No.

Sir *Charles Turner*—contd.

WITNESS LXXII—11th February 1887

Examination of M. R. Ry. V. RAMIENGAR, C. S. I., late Dewan of Travancore; Fellow of the University of Madras.

Sir *Charles Turner.*

4421. You were for some year sin the Uncovenanted Service and retired on a pension after a service of thirty-five years?—Yes.

4422. You subsequently became Dewan of Travancore?—Yes.

4423. And you have just retired from that post?—Yes.

4424. I believe you are one of a number of gentlemen distinguished in the service of the British Government and also in that of Native States, who were educated in what was then called the Madras High School, under Mr. Powell?—Yes.

4425. That is now the Presidency College?—Yes.

4426. And there being no University in those days you obtained what was called the Proficiency degree?—Yes.

4427. Can you tell us how many of your old school-fellows have attained to high places in the service?—Of the six who passed with me there are only two alive now. Sir Madhava Rao is one. He was first appointed Dewan of Baroda and then Dewan of Indore. Mr. Lovery is another. He was Principal of the Patchiappa College and Sheriff of Madras. Of the others, who are dead, one was a very successful pleader in the High Court and a member of the Legislative Council of this Presidency, another entered the public service and became eventually Chief Judge of Travancore; the other died shortly after leaving College.

4428. The same school has also furnished Dewans to Mysore?—Yes, and also a Dewan to Pudacotta.

4429. You are a Fellow of the University of Madras?—Yes.

4430. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—No, it does not meet with approval. The appointments made under it have not been viewed with satisfaction.

Sir *Charles Turner*—contd.

4431. If it is not, what are the grounds of disapprobation?—The grounds of disapprobation may be briefly stated as follows:—

1*st.*—As a matter of fact, the best men available are not selected for the service under the present system.

2*ndly.*—Though admitted to the Covenanted Service, they are not admitted to the full rights and privileges of that service, and are consequently regarded as occupying a position inferior to the Covenanted Civilians. The Statutory Civilian is in fact looked upon as an Uncovenanted Deputy Collector under another name.

3*rdly.*—So far as I understand the Statute (33 Victoria, cap. 3, sec. 6) under which appointments to the Statutory Civil Service are made, its professed object was to throw open to the Natives of the country a second door of admission to the higher appointments held by the Covenanted Civil Service—one door being by competition in England, the other door through established character and approved service in India. The former was in existence at the time the Statute was passed; the latter was created by it. It was naturally to be expected that the persons selected in the exercise of the power thus newly conferred on the Indian Government, would be men of approved character and ability who were already in the service of Government or in the practice of a profession, but the selections actually made have been of persons of whom it cannot be said that they had

Sir *Charles Turner*—contd.

had any opportunity of proving their "merit and ability" previously to their selection.

The following extract which I give from a private note addressed to me by the late Sir Charles Trevelyan, and written at the time the Act was passing through Parliament, will convey better than I can express, the intention of the Statute as it was then understood by such men:—

"We have reached another stage of the great question of the extended employment of the Natives of India. The Bill now passing through Parliament is based upon the just principle of dealing with the Natives precisely as we deal with our own countrymen, and appointing them to any vacant situation when they appear to be the persons best qualified for them, whether their qualifications are derived from previous employment in the public service or from the general course of an active independent life. * * * * With two doors to the higher Civil Service open to the Natives—one through England with the additional advantage of a temporary residence here, and the other in India, through approved high character and local service, every requirement will be met."

It is a question, therefore, how far the rules under which appointments to the Statutory Civil Service are made, are in unison with the spirit and intention of the Statute. There is a general feeling that the Statutory Civil Service, such as it is, is not the fair outcome of the Parliamentary legislation of 1870.

4342. Are the defects of the existing system susceptible of remedy—(*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—If it is intended to carry out the intention of the Statute in its integrity, I would certainly amend the rules, and confine the selection of men under them to Natives who have given proof of their "merit and ability" by actual service in the Uncovenanted ranks or in the general course of an active independent life. The other door by competition in England would still be open to those who wished to seek admittance by it. The only amendment of the Statutory provisions which would probably be desirable, is to secure by law a certain definite proportion of the total number of appointments for those admitted by competition in England and for those promoted from the Uncovenanted Service respectively.

4433. If the provisions of the Statute are not repealed nor substantially amended so as to take away the power conferred on the Local Administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—I would make no special provision whatever on behalf of any particular persons or communities, as such exceptional treatment would be invidious and likely to create dissatisfaction, and might further lead to complications by giving those so favored an undue preponderance in the public service. The rule should be to favor no particular persons or classes. Of course it would be desirable for Government to have reserved to them the power of occasionally appointing to the Civil Service a person of known ability and local influence, when such a step might be called for on political or other strong public grounds, but such cases should be quite exceptional.

4434. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—I think not, if "proved merit and ability" is to be the passport to admission into the higher Civil Service; but if any of those promoted desire to go to England, I would afford them every facility for doing so. I would not make a residence in England compulsory.

Mr. *White*.

4435. When that letter of Sir Charles Trevelyan's was written was

Mr. *White.*—contd.

there any intention of promoting you to the Civil Service?—There was.

Mr. *Stewart.*

4436. Would you extend the term Natives of India to subjects of feudatory Native States such as Travancore?—I see no objection to it.

4437. Does the Government of Travancore freely admit British subjects to offices in that State?—Yes.

4438. Are there many who formerly served under the British Government now serving the Travancore State?—There are some, both Europeans and Natives.

4439. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and, if any, what change be made in that system?—It has not had the effect of inducing Natives of the proper stamp to enter the service, and I have heard it said very often that the open competitive system has the effect of letting in men wanting in social position, and that there does not exist among the members of the Civil Service of the present day that *esprit de corps* which used to characterise the old body of Civilians trained in the Haileybury College. But with all its faults, such as they are, I am of opinion that the existing system of recruitment by open competition is the best, and should be maintained.

4440. Do Natives of India labour under any, and, if any, what disadvantages in competing for employment in this branch of the Service?—The Natives of India do labour under disadvantages in competing in England. In the first place, those belonging to the higher castes cannot undertake a voyage to England without running the risk of forfeiting their social position and being looked down upon, on their return, as outcastes; and this necessarily results in placing them out of touch and sympathy with their fellow countrymen. In the next place, even those who can go to England to compete without risk of social degradation are precluded from doing so by the low limit of age fixed. This amounts

Mr. *Stewart*—continued.

to a practical prohibition to Natives appearing for the examination. From a statement showing the ages of candidates for the Matriculation, F.A., & B.A. examinations of the Madras University from 1871-72 to 1885-86 published at page 494, vol. I of the Calendar, it will be seen that the average age at which the Entrance examination is passed is between eighteen and nineteen; for the F. A. nineteen and twenty; and the B.A. twenty-one and twenty-three. To require a Native, therefore, to appear for the Indian Civil Service examination before he completes the age of nineteen years is practically to deny him admission to the examination. He must appear either before, or at the latest as soon as he passes the Matriculation examination, when he will of course have no chance of successfully competing, or else he cannot appear at all. In the third place, the voyage to England has to be undertaken at an age when the character of the young men is scarcely formed, and when the restraining influence and wholesome discipline exercised by parents and guardians is most required. The experience of Hindu parents at least, derived from their knowledge of the conduct of such of the few young men as have been to England to study for the Bar or other purposes, is not such as to lead them to look with favor on their sons undertaking such a voyage at such an early age.

These reasons account for the very small extent to which advantage has been taken of the opening of the Covenanted Service to Natives by means of the competitive examination in England.

4441. By what changes may those disadvantages be minimised or removed, *e. g.*—(*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The disadvantages may be removed by holding the Civil Service examination simultaneously in England and in India;

Mr. *Stewart*—contd.

Mr. *Stewart*—contd.

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or, if this is not expedient or desirable, and I believe it is not, the disadvantages may be minimised—

1*st.*—By raising the limit of age, say to twenty-three. This would afford enough time to the Native youth, by diligence and hard study, to attain as high a standard as possible of English education in their own country, and then to undertake a voyage to and residence in England with some chance of competing successfully with the English candidates.

2*ndly.*—By making special arrangements, both on board ship and in England, which would enable them to preserve their caste and spend their time under the supervision of friends such as the Northbrook Club and the proposed Oriental Institute are designed to supply.

3*rdly.*—By revising the subjects of examination and by altering the maxima marks obtainable in certain subjects. I have been much struck with the small number of Indian subjects in the curriculum laid down for the open competition. It is true that the classical languages and the vernaculars of India and Indian history and geography find a place in the two-years' course prescribed for the selected candidates before proceeding to India, but these subjects might reasonably claim to be included among the subjects of the principal examination, and have higher marks assigned to them. If the Uncovenanted Service were enlarged and remodelled, and strictly confined to Natives of India as defined by the Statute, and if men of "proved merit and ability" in it were promoted to the higher service as contemplated by 33 Vic., cap. 3, section 6, I should not care to advocate the Indian Civil Service examinations being held in India at present. They will be difficult to manage satisfactorily, particularly the *vivâ voce* part, and they will not be worth the trouble when the small proportion of appointments for which they will have to be held is considered. There is also the danger of an open competition in India giving decided advantages to particular classes of the Native community, and leading to the undue preponderance of particular castes, which will be open to objection on administrative and political grounds.

Neither am I in favor of scholarships or passage-money, or any other artificial stimulus being held out to Native candidates as an inducement to go to England. Such inducements are not called for in the case of the rich, and it is not desirable to attract to the service by such means those who are poor and wanting in social position. I would leave it perfectly open to those who have both the means and the inclination to compete for the Civil Service in England, to do so without the offer of any such inducements as those referred to.

4442. If an examination is held in India should it be identical with that held in England? Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? If such an apportionment is made, on what principle is it to be regulated? Should there be an apportionment between the residents in the territories of the several Administrations respectively, or between the members of the principal religious sects?—If an examination is held in India, it should be exactly identical with that held in England. The men being required to recruit the same service, the standard of education and qualifications exacted should be the same. Any difference would be unjustifiable. Whether the examination is held at one or more centres is a matter of arrangement depending on local circumstances. So far as I can at present judge, it would be desirable perhaps to hold it at the head-quarters of the different Presidencies and Provinces, namely, at Madras, Bombay, Lahore, Calcutta, Allahabad, &c. The candidates in England and in India should compete with one another, and be selected in order of merit.

Mr. *Stewart*—contd.

No apportionment such as is suggested should be made. It would be difficult to make any such apportionment on any sound principle, or with any prospect of satisfactory results.

4443. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—Considering the difficulties under which Natives generally labour in undertaking a voyage to England there is reason to doubt whether candidates who would otherwise enter the lists would offer themselves even for the examination in India, if a residence in England were made obligatory.

Mr. *Nulkar.*

4444. Has not the obligation to go to England for competing the effect of depriving the country of the services of the best of its sons, and is not that an evil?—Of course it is.

4445. What would you propose in order that the evil may be removed?—I do not see what remedy can be devised until the people cast off their prejudices. The only remedy which is proposed is the holding of simultaneous examinations in both countries, but then there are objections to that also. Time, of course, will supply the real remedy.

4446. Then you do not consider it expedient to hold simultaneous examinations?—No.

4447. Is not the preponderance of a particular class an accomplished fact in the case of the Uncovenanted Service?—It is, but then it is not the Uncovenanted Service which governs the country.

4448. Does not this preponderance of class exist in all countries of the world?—No doubt, but then the condition of India differs considerably from that of European countries. Here we see the people divided into castes and nationalities, and certain other circumstances exist which should make Government very cautious to see that there is no preponderance of any particular class in the administration.

Mr. *Stewart.*

4449. You say that in case simultaneous examinations are held you would have one general list for the successful candidates. Do you anticipate from that arrangement any likelihood of Natives preponderating in the Civil Service?—The number of appointments that would fall to Natives of this country would be very small, and I do not anticipate any such preponderance.

4450. Instead of waiting till that preponderance becomes an accomplished fact and then restricting the number of Natives eligible for appointment, why not announce once for all that a certain number, say, one-third of the appointments shall be allotted to be competed for in India and the rest to be competed for in England, the examinations being, as far as possible, identical and open to all natural-born subjects of Her Majesty? Would such a system meet the wishes of the educated classes in India?—It is difficult to say, but I should think they would probably not be satisfied.

4451. Why not?—Because there is no reason why the proportion allotted to India should be so small.

4452. Are you aware that it would be double what that proportion is now?—Yes, but the present proportion is not a fair standard to go by.

4453. But if they got twice as many appointments as are now allotted to them?—It might satisfy some, but I am not prepared to say it would satisfy the people generally.

The Hon'ble Mr. *Quinton.*

4454. Do you think it is desirable that the Government should fix any proportion at all?—I think it is. In the present state of the country it would not do to leave the appointments open to everyone. I would limit the number of appointments to be given to Natives.

4545. Would you leave Collectorships open to Natives?—Yes, I do not see why they should not rise to Collectorships. It was intended at one time to make the experiment.

Mr. *Stokes.*

4456. Are there any Europeans at present in the employ of the Travancore State?—There are. The Commandant of the local brigade is an Englishman; the Chief Medical Officer and the Chief Engineer are also Europeans. The Principal and one of the Professors at the College are Europeans; and in the Forest department there are two Europeans, and there is one in the Police.

4457. Has any difficulty ever arisen, to your knowledge, from the fact of these officers having to serve under Native superiors?—Occasionally there has been some friction, but nothing serious. On the whole we have got along very amicably.

Mr. *Ryland.*

4458. Are not these gentlemen at the head of their respective departments?—They are under the Dewan.

4459. But they have no other intermediate superior between them and the Government?—No.

4460. Do they correspond directly with the Government?—Yes.

Sir *Charles Turner.*

4461. What was the particular reason which led to the appointment of Europeans in the Forest department?—I am not aware of any in particular. One of them belongs to a family which has been resident in Travancore for several generations.

4462. Who is the head of the department?—Mr. Malthy's son.

4463. Is that a department where technical knowledge is required?—No, but it involves residence on the hills, and Natives are averse to going to the hills.

4464. Why are the Travancore Police under a European?—At first starting we thought it advisable to place the Police under a European, and we happened to have one whom we thought the right man for the work. It is not, of course, intended

Sir *Charles Turner*—contd.

that a European shall always occupy the post.

Mr. *Stokes.*

4465. Are any of these gentlemen subordinate to the Dewan Peshkars?—No.

Sir *Charles Turner.*

4466. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—The number of young men who have competed in England from this Presidency is so small that I find some difficulty in answering this question. But so long as the present obstacles to a voyage to England exist, it cannot be said that the best Natives, as regards capacity and character, are or are likely to be obtained.

4467. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic. cap. 3, section 6, or from all natural-born subjects of Her Majesty? Should the recruitment be by competition, or by nomination, or by both systems combined.; and, if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—I decidedly think that the Uncovenanted Service should be recruited only from Natives of India as defined in the Statute. The policy of the law in this respect is good, in that it seeks to secure to the country men who have a stake and interest in it, and who are more or less acquainted with it and its people, and are in sympathy with them. The manner in which Europeans are introduced into certain departments of the service, and Natives are, to that extent, shut out, is a subject of very general complaint. In the Police, the latter are practically not allowed to rise above the grade of Inspector, although there are not wanting among them men who would make good Assistant Superintendents and Superintendents.

Sir *Charles Turner*—contd.

I have just come from a Native State in which I re-orgainised the Police, and in which Natives of the country are employed as Assistant Superintendents, who would do credit to similar appointments in any service. Next, the Salt, Abkari, Survey and Revenue Settlement departments are branches of the public service for employment in which Natives are remarkably well fitted, but the way in which the Salt and Abkari establishments have been and are recruited has, as I have already said, created very general discontent among Natives. In the Settlement department, too, it is only just beginning to be recognised that Natives are more qualified to hold the higher appointments of Assistant and Deputy Directors than others less acquainted with the country and the people.

Again, it is admitted on all hands that Natives are eminently fitted for the judicial branch of the public service. They are known to do their work in this department with great aptitude and in a manner to merit general approval. In fact they now dispose of almost all the civil work, but they do not at present rise above a Subordinate-Judgeship.

I am of opinion that the Uncovenanted Service should be so remodelled as to embrace all appointments in the Police, Salt and Abkari, Revenue Survey and Settlement, Education, Forest and Public Works departments, and that it should, as a rule, be recruited from the Natives of the country. Such a course has many considerations to recommend it. It will improve the tone and efficiency of the Service much more rapidly than has been the case in recent years; it will be opportune with reference to the rapid spread of education and enlightenment among the Natives; it will enable them to compete in their own country for appointments for which, as Natives, they are peculiarly fitted, but many of which are not now open to them; it will promote contentment and loyalty; and last, though not least, it will result in great economy of expenditure. The service so remodelled should be recruited by limited competition. It might be divided into two grades—Upper and Lower. There should be entrance tests for each grade; University Degrees being recognized as passports for the purpose, and special tests should be laid down in the case of particular appointments or classes of appointments for which special qualifications are required, promotion being dependent entirely on the passing of such tests and on good character and approved service.

Sir *Charles Turner*—contd.

I have said that the service should be recruited by limited competition, but in the case of so large a service it will be necessary, in the public interest for the Government to take power to introduce into it men of professional qualifications or special knowledge otherwise than by competition. The Forest and Public Works departments will specially call for the exercise of such power, but it should be strictly confined to real cases of necessity which should be so defined as to prevent as far as possible the indiscriminate introduction, as at present, of men who are not Natives. In short, the rules laid down should be such as to secure for the service the best talent the country can supply, while the admission of men who are not Natives should be strictly confined to cases requiring professional or technical knowledge who are not locally obtainable. I do not see why Inspectorships in the Educational department should not hereafter be given to Natives.

4468. Whatever system be adopted, should the recruitment be made by the several Administrations only from persons resident in the territories under such Administrations respectively, or with a preference for such residents?—It would probably be found most expedient and satisfactory for each Administration to recruit the local service from persons resident within its territories. This course would have the great advantage of securing for each Province, men familiar with the prevailing Vernaculars and with the conditions and habits of the people, and therefore capable of acquiring their confidence.

4469. If the existing Statutory Service is abolished, should the proportion

Sir *Charles Turner*—contd.

of offices assigned to that service be allotted to the Uncovenanted Service? —If the Statutory Service is abolished, and the Uncovenanted Service remodelled, I would, acting on the policy of Statute 33, Vic. cap. 3, sec. 6, allot to that service the proportion of offices now assigned to the Statutory Service, in order that men of "proved merit and ability" who had shown themselves by their career, character and qualifications, to be fit for promotion to the Covenanted branch, might be admitted into it. The Government should nominate such men in the first instance, and the nomination should be subject to the sanction of the Government of India and the Secretary of State. The first admission might be made subject to probation for a definite period, and confirmation should be made dependent on the result of such probation. A part of the probation might be spent in the Secretariat, under the immediate eye of the members of the Government, or, if the appointment be a judicial one, under the supervision of the High Court. In fact the nomination should be made under such rules and safeguards as will secure the promotion of the best men. The best Subordinate Judges and the most successful members of the Bar should be promoted to District Judgeships.

4470. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service accordingly as the posts are held by members of that branch of the service, or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated?—I have felt some difficulty in arriving at an opinion on this point, but after weighing the *pros* and *cons* I have come to the conclusion that no distinction should be made in the salaries attached to posts reserved for the Covenanted Civil Service by whomsoever held. The salary of each office should be fixed with reference entirely to the nature of the duties thereof. That being done, if the labourer is worthy of his hire, he should get the salary attached to the post whether he is a member of the Uncovenanted Service or of the Statutory Service, or whether he is a European or a Native.

It is true that a European entering the Civil Service after successfully passing the competitive examination in England, is under disadvantages in leaving his home and coming to a distant country with climatic and other conditions different from those of his own land, whereas a Native serving his own country is in a different position. Such an argument is, I confess, not without some force, but the true principle which should regulate salaries is that they should be proportionate to the nature of the work exacted. If this is so, then the man who does the work, whoever he is, should get the full salary of the office.

At all events, any other course would be invidious and liable to misconstruction. No one should be admitted to the Covenanted Service who is not quite deserving of the distinction. If he earns the distinction, then he is entitled to the pay which the post carries. To give him less because he is a Native, or because he belongs to the Uncovenanted Service, would be unintelligible to the Natives of this country, and ascribed by them, as I believe it already is ascribed in the case of the Statutory Civilians, to a reluctance on the part of Government to admit Natives to an equality with their European brethren. In such circumstances the distinction must be more or less fatal to efficiency.

The European Civil Servant coming out to this country should have his passage and outfit borne by the Government. In all other respects Natives should be on the same footing with their European brethren.

4471. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what ground?—I do not think that any marked distinction should be made in the furlough rules applicable to the Statutory and

Mr. *Charles Turner*—contd.

Uncovenanted branches of the service on the ground of nationality or for any other cause. Some of the rules may not be quite suitable or needed in the case of Natives. If so, they will not be availed of and can do no harm.

4472. Are the privileges in regard to pay, promotion and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service suitable to Natives obtaining office under the Statutory rules ?—If the privileges and general conditions are not suitable, I see no objection to their being modified so as to suit the Natives.

Mr. *Stokes.*

4473. What salaries do the Dewan Peshkars get from the Travancore State ?—Their salaries vary from Rs. 500 to Rs. 1,000. There are four of them.

Mr. *White.*

4474. Do they do their work satisfactorily ?—Yes.

Mr. *Stokes.*

4475. Is Rs. 200 a month sufficient initial pay for a Statutory Civilian under probation ?—I am not prepared to say that it is. It will depend on the man's own habits and social position.

Mr. *White.*

4476. What pay does the Chief Judge of the Travancore State get ?—Rs. 3,000.

4477. What does the Principal of the College get ?—Rs. 800.

The Hon'ble Mr. *Quinton.*

4478. You say you would have the same pay for Natives and Europeans, and you say that your wish is that for years to come the European element may prevail in the Civil Service ?—Yes.

4479. And I am sure you also think that we ought to get from England the best material we can get; that is to say, the position of the service in this country must be made as attractive as the country can afford to make it ?—Yes.

The Hon'ble Mr. *Quinton*—contd.

4480. That being so, do you think that an unnecessary charge will not be thrown on the finances of the Empire if you pay the Native officers you recruit in this country on the same scale as your English officers recruited in England ?—No, because the number would be so small.

4481. And the saving also would not be large ?—No, but then there would be no invidious distinctions.

Mr. *Stewart.*

4482. Suppose the pay fixed for the appointment, but that the European holder gets a personal allowance ?—It would come to the same thing. It is a distinction without a difference. It would soon be seen that the Native was getting lower pay.

4483. Then you do not think the European should get more ?—So long as you admit Natives into the Civil Service and make them do the same work you should give them the same pay.

Sir *Charles Turner.*

4484. Have you seen a good deal of the Revenue administration of British India ?—I have.

4485. Up to what period ?—Up to the end of 1880.

4486. Do you consider that the Revenue and Magisterial functions of Tahsildars ought to be separated ?—Certainly I think so. Of course there is the objection of expense.

4487. Do you think the separation would confer a great benefit on the country ?—Yes, a very considerable benefit.

4488. Suppose you were asked to suggest reforms in this Presidency, are there any reforms you would consider even more pressing than that ?—I am not prepared to say; but this is an important reform and one which

Sir *Charles Turner*—contd.

I would certainly carry out when circumstances admitted of it.

4489. Which do you think would benefit the country most, to have half a dozen more Natives in the Civil Service or to have the inferior Magistracy improved?—If my choice were confined to those two measures, I should certainly say that the separation of the Revenue and Magisterial functions would benefit the country more.

4490. Were you at any time in the Judicial Department?—Not in the Civil Judicial Department.

4491. What is your opinion of the Civil Judicial Department of Madras?—It is thought well of, and on the whole the officers are very good men.

Mr. *Stokes.*

4492. How do they manage the Revenue and Magisterial work in Travancore?—In the same way as here. A few years ago an officer acted as Policeman, Magistrate and Tahsildar combined. We have taken away the Police functions, and he retains his Magisterial powers. A first class Tahsildar gets Rs. 150, the second Rs. 115, and the last Rs. 100.

4493. Is there any proposal before the Tavancore Government for separating the Revenue and Magisterial functions of Tahsildars?—There has been such a proposal, but the question of expense has prevented its being carried out.

4494. Has there been any popular demand for it?—No, I do not think there has been.

Sir *Charles Turner*—contd.

4495. Are your tahsil charges larger in area than in British territory?—On an average they are about the same size. Some are larger. Our population is twenty-four lakhs,—about 8,000 to a Taluk.

4496. Does not a considerable portion of the population of Travancore consist of Christians?—One-fifth only.

4497. Have you provided for any proportionate representation of Christians in the administration?—We give them appointments.

4498. Are appointments conferred on Christians in the same proportion as the number of Christians bears to the total population?—I cannot say.

4499. You are yourself a Brahman?—Yes.

4500. And you do not consider that a voyage to England would necessarily injure a man's caste?—I do not.

Mr. *Ryland.*

4501. How many Europeans and Eurasians are there in the Travancore State drawing salaries of Rs. 100 and upwards?—Probably three or four hundred.

4502. What proportion do they bear to the Native establishment drawing Rs. 100 and upwards?—A very considerable one.

4503. How are they appointed?—We select the best candidates who offer themselves, irrespective of creed or caste.

WITNESS LXXIII—11th February 1887.

Examination of M. R. Ry. S. A. SWAMINATHA AIYAR AVARGAL, First Grade Pleader, Tanjore.

Mr. *Stokes.*

4504. You are Government pleader of Tanjore?—Yes. I have held that office for thirteen years.

4505. Have you ever been in Government service?—I was a Schoolmaster for several years.

4506. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The feeling of the Native community in this Presidency, as far as I have been able to ascertain, is one of great dissatisfaction. The dissatisfaction is general and not confined to any particular section of the community.

4507. What are the grounds of such dissatisfaction?—They are the following:—

(*a*) The present mode of nomination affords no guarantee for the best Native talent being secured.

(*b*) Men of proved merit and ability are not generally selected for such appointments.

(*c*) As a rule the appointments are at present conferred on men who have directly or indirectly got themselves into the good graces of Councillors, Governors, and others who have the distribution of patronage in their hands.

(*d*) The appointments being made without any public test of merit and ability, it is thought that persons admitted under the Statute are men of inferior calibre and status to those admitted by the open door of competition.

(*e*) The claims of Uncovenanted officers of proved merit and ability, for whose benefit the Statute was intended, are almost altogether ignored.

(*f*) The appointments, as at present made, not being of men of proved merit and ability, it is apprehended that the failure of some of these gentlemen will be used as an argument against the capacity of Natives for work of a higher order, and consequently may act as a deterrent as regards the larger employment of Natives in the higher ranks of the Civil Service.

Mr. *Stokes*—continued.

(*g*) The Statutory Civilians themselves, having got into office otherwise than by the open door of competition, are likely to consider themselves inferior to the Covenanted officers, and are not likely to conduct themselves with a proper spirit of independence and self confidence.

(*h*) The system encourages indolence and idleness in the class of people from whom the nominations are made.

4508. How would you propose to remove these defects?—The defects in the present system might be removed by the repeal of the rules framed under the Statute. Undue weight should not be attached to high birth and social status. The rules should be so framed as to bring into the service men of proved merit and ability in the Uncovenanted Service and in the legal profession. The Statute should be retained to enable Government to promote men in the Uncovenanted Service who have by their long, faithful and distinguished services shown themselves fit for it. Persons so appointed need not undergo any period of probation. If the appointments under the Statute should be conferred as here suggested the persons appointed need not be required to go to England. The Statute may be amended so as to include under the words 'Natives of India' subjects of Native States.

Mr. *Stewart.*

4509. On what ground do you say that the Statute was intended for the benefit of the Uncovenanted Service?—That is the opinion we have formed.

4510. Are there not men of approved merit and ability at the Bar?—Yes.

4511. And in the service of Native States?—I believe subjects of Native States were not intended to be included.

4512. Are there no men of proved merit and ability in other walks of life?—The promotion of men from the Uncovenanted Service is the best and surest means of ascertaining proved merit and ability.

The Hon'ble Mr. *Quinton.*

4513 Does the Statute exclude members of the Bar and men of proved merit and ability in other walks of life?—Probably not.

Mr. *Stokes.*

4514 Is any dissatisfaction felt with the present method of recruitment for the Covenanted Service?—Yes, because under present arrangements the examination is held only in England and that practically excludes the Natives of India from competing for the service. The Native candidates labour under a great disadvantage in consequence of the reduction of the maximum limit of age to nineteen; and by the allotment of higher marks to European classics than to Arabic and Sanskrit. It is true that the law declares that Natives are eligible for appointments in the Civil Service, but the difficulties thrown in their way are so great that they are practically prohibited from competing with their English brethren. It is unfair and unjust to expect a Native of India to undertake a tedious and expensive journey to England in order to enable him to offer himself as a candidate at the competitive examination with only the mere chance of his being successful.

We ask for no favor but demand as our just right that an open competitive examination should be held in

Mr. *Stokes*—continued.

India simultaneously with the examination in England on precisely the same terms and of precisely the same nature as the examination in England. The maximum limit of age should be raised to twenty-three, and Sanskrit and Arabic should be placed on the same footing as the European classical languages. The examination in India should be held at one central place. Candidates in England and India being thus allowed to compete on equal terms, the successful candidates should be selected for appointment in order of merit. There should be no apportionment of appointments between the candidates at the respective examinations nor between the residents in the territories of the respective Administrations, nor between the members of the principal religious sects, as by any such arrangement the very object of the competitive examination will be defeated.

4515. Should the successful candidates at the Indian Examination be required to proceed to England for training?—Individually I am of opinion that the successful candidates in the Indian examination should be compelled to proceed to England and stay there for a period of two years. This will enable them to learn the ways, manners and customs of the English people; they will be under the civilising influence of the great social, industrial and political institutions in England. In the interests of the Native Civilians themselves, it is absolutely necessary that they should go to England and associate freely with their English brethren there and thus learn to regard themselves as their equals. For it is then and then alone that their English colleagues in India will begin to respect them and treat them with that consideration to which they may be entitled. In expressing this opinion I am not unaware that there are many members of my community who adopt a different view on this question. They contend that such a compulsion to proceed to England will practically deter a class of people, namely Brahmans and a small section of non-Brahmans from competing at the examination. It is true, as matters

Mr. *Stokes*—continued.

now stand it may work a little hardship. But the signs of the times clearly indicate that this will be but for a short period, and that at no distant date this prejudice will disappear, as many other prejudices at first considered to be insurmountable have become things of the past.

Mr. *Stewart.*

4516. What is your caste?—I am a Tamil Brahman. I was born in the Tanjore District.

4517. You say "we demand as our just right an open competition in India," whom do you mean by 'we'?—Natives.

4518. What Natives?—Natives of India.

4519. Of the whole of India?—Yes.

4520. How do you represent the Natives of the whole of India?—As a Native of India.

4521. Do you think the population of India is all of the same way of thinking as yourself?—Most people are, as far as I have been able to ascertain.

4522. Are they homogeneous?—Generally so. I have been to Calcutta and have visited the people of the North.

4523. Do you think Mahomedans would select you as their representative?—Most of them have.

4524. On what occasion?—The National Congress in Calcutta.

4525. Did the Mahomedans as a body take part in the National Congress?—Fifty of them did. There were about three hundred and twenty members of Congress altogether.

4526. But the Mahomedans were not unanimous?—There was a split among them in Calcutta.

4527. Were any Mahomedans of the North-West represented?—Yes.

4528. Are you giving us the views of the National Congress or your own personal views?—My own personal views.

4529. What do you mean by "just right"? Whose "just right?"—The right of the Natives of India; as children of the soil they are entitled to take a share in the administration of the country.

Mr. *Stewart*—continued.

4530. What right does the British Government owe to the people of India?—As a liberal Government it owes to the Natives of India the privileges it allows to its English subjects.

4531. Does it not owe it to the people of India to give them the best possible public service?—Yes.

4532. Is it bound to adopt any means of recruiting the public service which would not have that effect?—Certainly not.

4533. Do you advocate the system of simultaneous competition in England and in India as being likely to secure the best recruits for the service that Government can get?—Yes.

4534. Even excluding intellectual tests?—Yes.

Mr. *Stokes.*

4535. Do you use this expression "just right," in its general or legal sense?—In the legal sense. That is, if I show that I am qualified, I have a right to demand to be employed. Living as we do under the British government we think we have a right to make the demand when our claims are just and proper.

Mr. *Ryland.*

4536. Do you not think the English government is justified in maintaining an English system of administration? Is it not entirely to English administration that the country owes its present advancement?—I cannot say it is so entirely.

Sir *Charles Turner.*

4537. Are not the administrative institutions of the country which tend to preserve life and property and foster education, due to British administration?—I cannot deny that that is so.

4538. And I think I may also say that official morality has improved under British rule?—Yes.

Sir *Charles Turner*—continued.

4539. Has not general morality also progressed. Do you not think that, on the whole, public morality has considerably improved ?—Yes.

4540. Many centuries ago truth was highly prized in India ?—Yes.

4541. At the time the British came to this country, was there the same regard for it ?—No, the despotic rule of the Mahomedans had destroyed the sentiment.

4542. Does not an educated Native now resent as acutely as an Englishman the imputation of telling an untruth ?—Yes.

4543. Do you think the morality of private life has not greatly improved amongst Natives ?—It has.

4544. Do you attribute that to Western education ?—Yes, and it is because we have been made qualified by Western education to hold these appointments that we claim to be enabled to hold them.

4545. You consider that the time has arrived when you can undertake higher functions in the administration ?—Yes.

Mr. *Stokes*.

4546. How would you recruit the Uncovenanted Service ?—The Uncovenanted Service should be recruited only from the Natives of India as defined in the Statute. They have a birthright to be employed in all offices for which they are otherwise qualified. The employment of qualified Natives in the Uncovenanted Service is well calculated to improve its efficiency and will effect a material reduction in the expenditure of the State. In the event of Europeans being declared eligible, it is impossible to provide checks against jobbery. It cannot be denied that there is at present a strong tendency to introduce the more costly European agency even into the Uncovenanted Service either through favoritism, or otherwise, by appointing the sons and dependants of European

Mr. *Stokes*—continued.

Civil and Military officers to posts which ought in fairness to be conferred on the children of the soil.

4547. Have you any scheme to suggest in regard to the Uncovenanted Service ?—I think that the Uncovenanted Service should be divided into two sections,—the upper and the lower. The upper service to begin with appointments carrying a salary of Rs. 70 and upwards, and the lower to comprise all appointments below Rs. 70. All appointments carrying a salary of less than Rs. 70 per mensem, to be filled by nomination, as heretofore, and the appointments to the upper service to be made partly by competitive examination and partly by nomination—say, in the proportion of three to one. The recruitments should, as a rule, be made according to the result of the competitive examination without reference to the territories where the successful candidates may reside; but, in exceptional cases, preference may be given to residents within such territories. If the Statutory Service be abolished I think the proportion of offices assigned to that service should be allotted to the Uncovenanted Service. It is only by such an arrangement that Government would be in a position to promote men of proved merit and ability to the ranks of the Civil Service.

Mr. *Stokes*.

4548. You say every Native has a right to be employed ?—Yes, if he is otherwise qualified, according to the tests prescribed by Government, he has a right prior to that of a stranger.

Mr. *Ryland*.

4549. Would you regard men whose fathers have served in the country as strangers ?—Not if they have been domiciled here.

4550. How many Eurasians and European are at present employed in the Subordinate Revenue and Judicial services ?—Not a very large number; about twenty.

Mr. *Ryland*—continued.

4551. What proportion does that number bear to the Native establishments in these two branches of the service?—It may be 5 per cent.

4552. Do you consider that an unfair and unjustifiable proportion?—I do not consider Eurasians as strangers at all. I do not consider that any favoritism is shown to Eurasians.

4553. Are there any Europeans then in these two departments whom you regard with disfavor?—No, I refer to the other departments,—Salt, Forest, Abkari, &c.

Mr. *White.*

4554. You would have no objection to the employment of any natural-born subject of Her Majesty in the service of this country, provided he passed the prescribed test?—Not the slightest.

Mr. *Stewart.*

4555. Are you acquainted with the order of the Secretary of State that no post in the Uncovenanted Service, the pay of which exceeds Rs. 200, shall be given to a European without special sanction?—Yes.

4556. Then how can you say "there is a strong tendency to introduce the morec ostly European agency into the Uncovenanted Service, either through favoritism or otherwise?"—I referred to the other departments I have mentioned.

Mr. *Stokes.*

4557. You actually propose to allow nomination for some appointments. Is not that altogether inconsistent with your theory of right?—I say nomination for posts under Rs. 70. Every Native has a right, but one man's right may be preferred to another. I do not consider my proposal at all inconsistent with the theory of right. There are already tests provided for these same appointments.

4558. Have you any views to urge in regard to pay and furlough?—A distinction should be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of the Civil Service or by members of the Statutory or Uncovenanted branches. The distinction should be of the nature of a personal allowance on account of service in a foreign country, or as a compensation for the special training undergone at considerable expense to qualify for the Civil Service. The furlough rules now in force may be allowed to stand. The privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service are too liberal to be applied to Natives obtaining office under the Statutory rules. There can be no two opinions that the privileges of pay, &c., accorded to members of the Civil Service are not what they should be in the present changed circumstances of India. The circumstances which once existed and necessitated the granting of princely salaries to induce men of culture and social status to enter the Civil Service no longer exist. It is high time that the rules relating to pay, &c., for the officers of that service should be revised; so also with regard to the pay of the higher offices in the many newly-created departments in the Uncovenanted Civil Service.

Mr. *Stokes*—continued.

Sir *Charles Turner.*

4559. Have you practised as a pleader in Tanjore?—Yes, for thirteen years.

4560. Have you a first grade pleader's certificate?—Yes.

4561. Have you known any instances of members of the Tanjore Bar being appointed Munsifs?—Yes.

4562. Do you know any other Bars besides the Tanjore Bar?—Yes.

4563. Were the men who accepted these appointments pleaders in good practice, or of no practice?—Men in good practice. One especially was so.

4564. How many do you recollect having been appointed?—Only two just at present. One is now a first grade Munsif.

Sir *Charles Turner*—contd.

4565. Have you known any Munsifs appointed from the Vakils of the High Court ?—Yes.

4566. Are not Munsifs appointed also from the Ministerial officers of the Court ?—Yes.

4567. And are they all equally good ?—I cannot say that those appointed from the Ministerial class were as good as those appointed from the District and High Court Bars.

4568. In what respect were they inferior ?—In respect to their attainments.

4569. Of how many years' standing were the two pleaders you have mentioned ?—One was a pleader of seven years' and the other of three years' standing.

4570. Which had the specially large practice ?—The pleader of seven year's standing.

Sir *Charles Turner*—contd.

4571. Do you think that man would have presented himself at a competitive examination for a Munsifship ?—I think not.

4572. Have you met Munsifs who have been appointed from the Bars of District Courts ?—Yes.

4573. Are they generally good men ?—Yes.

4574. Have you yourself ever applied for a Munsifship ?—No.

4575. What does a successful pleader make at your Bar ?—About Rs. 1,000 a month ; there was a time when he made more.

4576. How much did the man make who you say was appointed after seven years' practice ?—About Rs. 500.

4577. Do you practice in the Magistrates' Courts ?—Not very much.

WITNESS LXXIV—11th February 1887.

Examination of the Rev. W. MILLER, M.A., LL.D., C.I.E., Principal and Professor of Literature, Christian College, Madras.

Sir *Charles Turner.*

4578. You are Principal of the Madras Christian College in this city?—Yes

4579. That institution is, I believe, divided into two departments, the University classes and the School?—Yes.

4580. How many pupils have you in the University classes?—Between five and six hundred.

4581. Are they of all castes and creeds?—Yes.

4582. How many pupils have you in the School department?—Nominally 1,000, but I suppose the correct number is somewhere between 1,000 and 1,100.

4583. How long have you been engaged in education in this Presidency?—Twenty-four years.

4584. You have also been a member of the Senate of the University of Madras?—Since 1867 only.

4585. Have you been acquainted with nearly all the most advanced Native students in this Presidency?—With a very large proportion of them.

4586. Will you kindly give us your opinion as to whether, at the age of nineteen, any large proportion of boys in this Presidency would be able to compete successfully at an examination held in India for the Civil Service, with candidates recruited in England?—I know too little of the actual state of education in England to give a confident answer to that question. It would of course depend very much on the character of the examination; in some subjects they would.

4587. We have been given to understand that nineteen is about the age at which boys matriculate here?—The average age of matriculation is sixteen and-a-half; certainly it is lower than eighteen or nineteen: but even if it were not so, it is not really significant because the more hopeful and advanced boys matriculate younger.

Sir *Charles Turner.*—contd.

4588. You were a member of the Education Commission?—Yes.

4589. Do you consider secondary education in this Presidency to be as advanced as secondary education in England?—It is much more homogeneous here. There are such great varieties of secondary education in different parts of England, that you could hardly compare it as a whole with the secondary education imparted here. But speaking roughly one might say it is.

4590. You have, I believe, formed certain general views on the question of the Civil Service in India. Will you kindly favor us with those views?—I have just published a pamphlet containing my views on the subject.

4591. I believe you consider that there should be a small English Service?—I am clearly of that opinion.

4592. Which should be recruited in England?—Yes.

4593. And you consider that the present Covenanted Civil Service might be considerably reduced in numbers?—Yes, in course of time; not of course at once.

4594. You advocate that we should obtain for the small Covenanted Service which you propose to retain as the backbone, so to speak, of the public service, the most competent men that can be procured in England?—Yes.

4595. And on that ground you are adverse to reducing to any considerable extent the advantages which would attract men to the service?—Yes.

4596. Is it, do you think, desirable to hold a Civil Service examination in

Sir *Charles Turner*—contd.

India simultaneously with the examination in England ?—I do not think so.

4597. What do you think would be the disadvantages of so doing ?—I have already stated that I think that the back-bone of the administration of the country should be purely English, and, therefore, there is an objection from my point of view to holding an examination in India.

4598. Would you exclude Native candidates from competing in England ?—That perhaps would be going a little too far; but I confess I have no great wish, for a long period of years to come, to see Natives admitted to any considerable extent in to that small central Civil Service.

4599. But you desire to see a large Service locally recruited ?—Certainly.

4600. The members of which might aspire to posts of considerable responsibility in India ?—Certainly; but not perhaps to posts as responsible and as well paid as those which I would restrict to Europeans only.

4601. Do you consider the Native Civil Servants you have known might be entrusted with the duties of a District Judge ?—That is my opinion.

4602. And of a Collector ?—I think it is not advisable in the present circumstances of the country, that any but a very exceptional Native, should be a Collector.

4603. Is it desirable that we should continue to have Englishmen at the head of the principal educational institutions of the country ?—I certainly think it is.

4604. Is it desirable that Government should withdraw from the higher education of the country, or should continue as now to maintain Government Colleges ?—I do not think the time has come for complete withdrawal: I think the policy of Government should tend in that direction, but I do not believe, in regard to education, or indeed to anything else, in sudden revolution.

4605. Is it desirable that Government should insist so much on the possession of University degrees as a

Sir *Charles Turner*—contd.

condition for appointment to the public service of this country ?—Yes, I think so, as a general rule, but, of course, with numerous exceptions.

4606. Would it be better for the lower branches of the service to prescribe some lower educational qualification, say, the matriculation coupled with a certificate of proficiency in technical education, for instance, in the Commercial department of a school ?—I think in the present circumstances of the Madras Presidency that the matriculation is not too high a test to insist upon for almost every post. Of course I would not make it a universal rule throughout India. The Central Provinces, for example are in a very different condition as regards education to Madras.

4607. What do you think would be a fair salary for a graduate who has passed the B. A. degree in the second class ?— It all depends on the prospects which you hold out to him ; I think he might very probably be willing to begin on nothing at all if he had good prospects not very far ahead of him.

4608. After how many years' service do you think a graduate of that class would be justified in expecting a substantial salary ?—I do not know that one can give a very precise answer to that question. Take my own case ; in the Department of Education where there is no great prospect I never ask graduates to begin on a lower salary than Rs. 40.

4609. And how soon afterwards do they obtain an increase ?—There is not much prospect of high salaries in education, but a man beginning on Rs. 40 might easily obtain Rs. 100 in the course of a comparatively small number of years, depending of course on his efficiency and good fortune.

4610. Several of your old pupils are now in the public service, I belive ?—A very large number of them.

4611. What salaries do they draw after three or four years of service ?—Some get on much more rapidly than others. I have known a few who in a very small number of years rose to

Sir *Charles Turner*—contd.

salaries of Rs. 200, but those were exceptionally fortunate ones.

4612. Taking those among your pupils whom you think it would be desirable to enrol in the public service, on what salary would they be content to enter the Revenue branch of the service?—It depends so entirely on the future prospects held out to them that I do not think I could specify. If a man had the hope of rising rapidly, I have no doubt he would begin on practically nothing; but otherwise I do not think he would care to begin on less than Rs. 30 or 40.

4613. Do you think a man on Rs. 30 or Rs. 40 would be content to remain in the position of a clerk for five or six years?—Yes, if there was a pretty sure prospect of a higher salary after five or six years; but he certainly would not be content to remain so long on such low pay if he had not a very good prospect of a great increase afterwards.

4614. Is there any great reluctance felt in this Presidency, on caste grounds, to proceeding to England?—There is a very considerable reluctance, a decidedly greater reluctance than in the northern parts of India.

4615. Do you think that reluctance is not rather occasioned by the cost of the journey to and residence in England, than based on any religious sentiment?—No doubt both elements enter into the feeling, but I think the religious sentiment is decidedly stronger here than in either Calcutta or Bombay.

4616. It has been suggested to us on more than one occasion that candidates who obtained their appointments by competition in this country might be compelled to go to England subsequently, and that they would go to England for a certainty though not for an uncertainty. What is your opinion?—I agree with that view. I think they would manage to overcome the difficulties of caste if they were certain of a very heavy reward for it.

4617. Does not that suggest that the question is rather one of temporal profit than of religious scruple?—I do not think so. There is a reluctance on religious grounds; but of course that may be overcome by sufficient inducements.

Sir *Charles Turner*—continued.

Vol. V. Sec. II. Madras.

Rev. *W. Miller.*

Mr. *Ramaswami Mudaliyar.*

4618. You think there should be a number of Englishmen forming the backbone of the service here?—I think so. That is to say, if India really aims at political development, but if it is content to remain pretty much as it is, then there is no such necessity.

4619. Your great object is to have a backbone of Englishmen in the service?—Yes; to train the country in political life.

4620. And provided you gained that object you would not object to any scheme which placed Natives on a footing of equality with Europeans?—I do not advocate it on account of any inequality of the races or anything of that sort, but I say that if India wishes, as I believe it does, to develop politically, until it is able to walk alone, something of the kind is necessary for a time. I would like distinctly to add that if India does not aim at self-government and fully developed political life, I daresay it might get on quite comfortably, without this backbone.

4621. Is there no political danger in encouraging a feeling of superiority on the part of one race?—To my mind the officials of the community are the servants of the community and not the masters. That should be the case at any rate, and that will be the case I hope in a comparatively short time.

4622. Do the public officials at present consider themselves as the servants of the community?—Not generally.

4623. If you practically exclude Natives from the higher service, is there not a danger that the members of that service will look upon themselves as superior to the members of the other services?—Yes, there is a danger of that, but for great public benefits such dangers must be run.

Mr. *Ramaswami Mudaliyar*— contd.

4624 You think that this state of things should continue for at least two generations ?—If India gets on faster than that I shall be very pleased.

4625. You came to India twenty-four years ago ?—Yes.

4626. Do you think that if you had been told then that India would in twenty-four years, be as it is now, you would have believed it ?—I really cannot answer that question, but I am quite willing to say that India has progressed very much in those twenty-four years.

4627. Are you justified in forming a definite opinion as to what the condition of India will be at the end of the next thirty years ?—I certainly do not think the forecast of two generations exaggerated ; at any rate, I am not inclined to reduce it.

Mr. *Ryland.*

4628. Seeing how the country has advanced and improved within those twenty-four years, if the English backbone, which you consider necessary, were to be withdrawn or largely diminished, would there not be the danger of great retrogression ?—If it were withdrawn, I am quite certain there would be retrogression, but diminished, I think, it may be.

Mr. *White.*

4629. Suppose a Eurasian, a Mahomedan, or a domiciled European to have become thoroughly Anglicised by an English training, would you then consider him unfit to hold a very high position in the country ?—I think men who have never been to England at all may hold very high positions in this country.

4630. But would he be able to administer the country on English principles ?—Not to the same extent. Certainly no course of mere education extending over three or four or even seven or eight years, will get rid of hereditary instincts, and influences naturally contracted in the course of twenty-five years of a man's life.

Mr. *White*—continued.

4631. Did you not express the opinion at a recent public meeting at Madras that if the natural leaders of the people failed in their duty, the people would find other leaders, and are you still of that opinion ?—Certainly I am.

4632. Then you think it is incumbent on the leaders of the people to stick to their posts and lead the people of the country ?—Yes, that is axiomatic to my mind.

4633. Have not the people of this country reached that critical stage at which they want natural leaders ?—Yes. My chief reason for wishing the administration to be for some considerable time yet in English hands is, that I believe the English officials will train the people of this country to political life better than any others could.

4634. Do you think from your acquaintance with the younger generation that there is a sincere desire on their part to follow the English model as much as possible ?—I think the younger generation of educated men in Southern India are exceedingly open to English impressions of life and administration and policy, and that with sympathetic and intelligent guidance, the South of India might in a generation or two be as thoroughly self-governed and as thoroughly loyal and harmonious a part of the British Empire as Kent or Sussex are at this moment. I believe, in the course of two generations, Southern India and England will have so acted and reacted on each other that they will be very similar to each other in political and social relations.

Mr. *Ramaswami Mudaliyar.*

4635. You say many of your past students are now in Government service ?—Yes.

4636. Do you find that the boys whom you considered in school to be intellectually and morally the best, have justified your judgment in their after careers ?—Generally my opinion has been justified by experience. There have been exceptions, but I would wish it to be distinctly understood that I do not think that high intellectual gifts

Mr. *Ramaswami Mudaliyar*—contd.

are always commensurate with moral character.

4637. But generally?—I will not say generally either. The students that were the best, that is to say the best men, would not necessarily be the students who stood highest in the examinations. I think there is very little relation between real character and efficiency in governing and guiding men, and the position that a student takes in the class-room.

4638. Have you found from actual experience that those students who were the best students in your college have not done best in actual life?—The word "best" is ambiguous. Certainly the students who have done best and pleased me most have been those who have done best in actual life; but, very often, the student who pleased me most was not the student who took the first prize or the highest place in the list.

4639. Have not those who were considered to be the best as regards intellectual qualification done the best in actual life?—Sometimes they have and sometimes not. I think the mere fact of a student having done best in the sense of taking the highest place, gives a very slight presumption that he will be the best in actual life. Many of those who have done best in the sense of taking high positions in a class list and at examinations, have sunk out of view and become absolute nonentities as far as influence was concerned. I am, however, quite willing to admit that high position in a class list is a presumption in favor of efficiency in after life, but not a very great presumption.

Mr. *Nulkar*.

4640. You appear to deprecate very strongly the system of competition as a means of recruiting the public service. I suppose your observations apply generally to all systems of free and open competition?—Generally, but my remarks refer specially to India.

Mr. *Nulkar*—continued.

4641. Do they equally refer to the system as it is carried on in England for the Indian Civil Service?—Not with anything like the same force. The circumstances in which it is carried on there are very different from the circumstances here in India.

4642. Your remarks are intended to apply to a free and open competition in India if it existed?—Yes, that is the only thing I had in my mind when I made them.

4643. Then you mean to say that the same system when applied in England is without the defects you point out here?—By no means, but a defect which in one set of circumstances may be only injurious, may in another set of circumstances be positively destructive.

4644. Are you satisfied with the present system of competition in England?—I know very little about it, but I think it is probably capable of great improvement in detail, and I do not think it could ever be satisfactory when it ignores moral and physical qualifications.

4645. Has it succeeded hitherto in giving the Covenanted Service here the best men that England could furnish?—It has given it a great many good men, but I am certainly not of opinion that it has given us the best men.

4646. Can you suggest any better system?—I am not a practical politician and therefore I do not profess to say.

4647. I suppose you know how the High Court Bench is recruited, that is, partly from the Civil Service and partly from the Bar? Has Government succeeded in getting the very best men from those two sources?—I think there are very good men on the Bench.

4648. Has there not been a Native on the High Court Bench for the last ten years?—Yes.

4649. And has he given general satisfaction?—Yes.

4650. Have his European colleagues objected to serve with him,

Mr. *Nulkar*—continued.

because he is a Native?—I do not think so.

4651. You are aware that the High Court presides over the whole Judicial system of the Presidency?—Yes.

4652. Has there been any ill-feeling among the Europeans in the service owing to one of the High Court Judges being a Native?—I cannot tell in the very least.

4653. Because you seem to argue in your pamphlet that the best Europeans obtainable in England would object to serve under Natives?—There is a vast difference between the feeling of a young man contemplating a career before he comes out to India, and the feeling among men who have known and made friends and been intimately associated with Natives of India here. I am speaking in this pamphlet of young men in England who know nothing about India. Moreover, I contemplate a complete severance of judicial and administrative functions. My idea is that you will not get the best young men from England unless they know that they are to be members of a small body with an *esprit-de-corps* among themselves. I do not think young men from England would object in the least to have Natives outside of that body on an equality with them or even superior to them, but I certainly think that within the limits of their own body they would object to serve under Natives.

4654. What other body do you contemplate?—Possibly you might have a condition of affairs in which all the judges were Natives and all the administrative officers Europeans. I do not think the administrative officers would at all object to all the judges being Natives. But I wish it to be distinctly understood that I am merely saying what might be, not what ought to be.

4655. Are you aware that in many Native States there are European officers taken from the ranks of the Civil and Military services who are serving under Natives and are only too glad to do so?—I know that perfectly well, and there is no contradiction whatever between that fact and the views I express here. I think it is desirable to note the distinction between what men will do after they have known and become thoroughly acquainted with Natives, and what they will do when, as young men in England, they are merely deciding what their career in life will be. I do not look at the question as one of serving under Natives at all.

Mr. *Nulkar*—continued.

4656. You admit that a beginning must be made at some time or other for Natives to get into the sacred circle. How would you make the beginning?—The question proceeds on a misapprehension of what I have been saying, on the idea, which I entirely repudiate, that the work of administration is something far superior to all others. I do not think so. I think it is rather an inferior work though a useful work. I must not be misunderstood to mean that even now there should not be exceptions to the rule.

4657. How would you provide for these exceptions as they arise?—That is a question for the Government of the day.

Mr. *Stewart.*

4658. I suppose at the Christian College very great attention is paid to moral education?—We try to do so.

4659. Do you enter at all into the home life of pupils?—Occasionally I follow them as much as I can, but, with a thousand young men about me every day, not to so large an extent as I could wish.

4660. You are aware that there is a great agitation at present with regard to competition in India?—Not so far as any of our pupils are concerned.

4661. Has not a very large section of the Press taken up the question?—I believe so.

4662. Could you give a certificate of moral character, which would be of any weight at all, to any of your pupils?—To a very large number of them I could give a certificate which would be of real value and real weight, certainly not to all.

Mr. *Stewart*—continued.

4663. In the majority of cases could you give a certificate of moral character?—I could to the majority of those who have gone through the College and passed out by the legitimate gate of taking their degree. But of course the great majority have their characters totally unformed.

Mr. *White.*

4664. You express yourself very strongly on the question of competitive examinations?—Yes, from the educational point of view.

4665. I believe the unfortunate boys of this Presidency are examined almost out of their lives?—They are examined a great deal more than they ought to be.

4666. And that when they enter the public servcie a fresh series of examinations commences?—Yes, it is a great evil.

4667. Would it not be better that men should enter the service and be promoted according to merit and ability, after they have shown a decided aptitude for work and earned a character for integrity and industry?—That is the side towards which my inclinations tend, but I have not the experience which would enable me to speak on the point with the weight of authority.

4668. Would it not be advisable, considering that there is such a race for appointments, to introduce a system of gradation of salaries by which this evil might be minimised?—I prefer not to give an opinion on points I know very little about. I certainly would wish to put on record my strong objection to the introduction of a system of competitive examination in India at the present time. I speak of course from an educational rather than from a political point of view, but I believe a system of competition would be ruinous to all real training and education throughout Southern India.

Sir *Charles Turner.*

4669. What are your grounds for saying that? Is it that the educationalists here would conform to the standard of examination which might be prescribed for admission to the public service?—Yes, to the neglect of real training altogether.

Sir *Charles Turner*—continued.

4670. But if the examination for the public service was calculated to test the most liberal education, would there be any objection to it?—I do not believe that any examination ever has been or will be devised that will be a satisfactory test of a liberal education. I do not believe an examination is a test of educational merit, and, with regard to higher qualifications, it is scarcely a test at all.

4671. Suppose the Government has ten candidates for an appointment concerning whom it has equally good reports, both as to their moral and intellectual qualifications, how should its selection be guided?—A competitive examination between ten candidates is not what I refer to as a system of competition influencing the whole community.

4672. Then we may take it that while a universal competitive system is one which you strongly dislike, and would consider most injurious from an educational point of view, you would not object to limited competition amongst a certain number of nominees?—I would not object to it nearly so strongly, but of course the practical effect of it would depend so much on details that I should not like to answer the question broadly.

4673. Does it not frequently happen in India that those on whom the responsibility of making appointments devolves, are acquainted only with a limited number of persons from whom a selection might be made, although they may have used the very best means they possess of obtaining a more extended knowledge?—I believe that very often happens.

4674. Then what course would you recommend in order to secure the best selection?—That is a very difficult question, and I have really not formed any mature ideas concerning it. I admit the difficulty, and I admit that competition has this one advantage of shutting out jobbery and favoritism.

Sir *Charles Turner*—contd.

4675. When patronage is placed absolutely at the disposal of an individual or a Board, do you not think that that circumstance tends to induce some people to curry favor with the authority in whom the patronage is vested?—I quite admit that danger.

4676. And that there is the danger that the less fit person may be the most active in bringing himself to notice?—There is some danger of that; but as an educationalist I look rather at the danger to education.

4677. Assuming that there were two appointments to be disposed of every year in this Presidency for the public service in the highest grade; would you think it a better system to give them to the two boys who stood highest in that year for the B.A., or to have a competition for them?—Such a limited thing as that does not enter into my way of looking at the question at all. I should not like to have them given according to the results of the B.A., examination. I see many disadvantages connected with it. The test for the B.A. is arranged for totally different purposes from that of securing efficiency for the public service. I think if we are to give the appointments away by competition, still I would have the competition turn on some different range of subjects from those that a University properly sets before itself. Certainly, as a general rule, there should be some high educational test.

Mr. *Stewart.*

4678. Do you think there is any prospect of obtaining in India a good public school education such as we have in England?—I think we have a good many good public schools as it is. I think education may very easily develop in a very healthy direction throughout India. I am not a very great admirer of the public school system in England. It has many disadvantages.

Sir *Charles Turner.*

4679. Your school has educated a considerable number of pupils for several years past?—Yes.

Sir *Charles Turner*—contd.

4680. Have you noticed anything like the growth of an *esprit de corps* among your pupils?—Very markedly indeed.

4681. How has it maintained itself?—In a general interest in the work of the school, in cricket matches, debating societies, and in the whole internal economy of a great educational institution.

4682. Have not the pupils at your school, in recent years, come forward with as much liberality as their means would allow to enlarge the school and the library?—Yes, and in the foundation of prizes and such like things; very liberally indeed.

4683. You have been one of the leaders in a movement for introducing athletic exercises into the schools of this Presidency?—Yes.

4684. You have a gymnasium attached to your college?—Yes. There are prizes founded by an Association in Madras for competition among all the schools.

4685. Has that answered your expectations?—I think it is a very hopeful experiment which is still in its infancy.

4686. Do the boys in your school avail themselves of this gymnasium?—Very largely indeed, and much more spontaneously than I expected they would do for years to come.

4687. Is there any active competition between the pupils of your school and those of other schools?—A good deal, but not so much as I hope to see. These things are rudimentary rather with us, but all at present looks hopeful, and in that and some other educational respects, I think Madras is a long way ahead of the other parts of India.

4688. Since you have been in India, have you seen any increase in the appreciation of public and official morality among educated Natives?—I have so little experience of country life, that I do not like to say much as of my own knowledge; but I am aware that the whole moral tone is distinctly rising, and everything I

Sir *Charles Turner*—contd.

hear from country districts seems to point to a decidedly hopeful although perhaps not very rapid progress.

4689. Do you think this change hat been to a great measure assisted by, if is has not originated in the presence of, European officers in the Civil Service of the country ?—Yes, and it has been assisted specially by English education.

4690. But you think the European Civil Service has contributed to it ?—Undoubtedly it has.

Mr. *Stewart.*

4691. Do you find among the pupils of your College any prejudice in regard to birth and caste ?—The feeling is not yet extinct.

4692. But as a general rule ?—I should not say that it is a prominent feature in our student life. It is a fact however that Natives of India appreciate beyond most people in this world the gentlemanly and polite behaviour which commonly accompanies high birth.

WITNESS LXXV—11th February 1887.

Examination of M. R. Ry. P. ANANTHA CHARLU, B.A., B.L, Delegate of the Mahajana Sabha, Madras.

Sir *Charles Turner.*

Vol. V. Sec. II. Madras.

M. R. Ry. *P. Anantha Charlu.*

4693. You are a Vakil of the High Court of this Presidency and Secretary to the Madras Mahajana Sabha ?—Yes.

4694. When did you become a Vakil ?—In 1870. I am a B. L.

Mr. *Ramaswami Mudaliyar.*

4695. I presume your views are the views also of the Association you represent ?—Yes. I ascertained at a meeting of the Association that my views were the same as theirs.

4696. What are the objects of your Association ?—It is an Association for the purpose of considering public questions affecting Madras, and is composed of residents of the Presidency. It numbers 1,100 members.

Mr. *Stokes.*

4697. What are the views of your Association on the subject of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service ?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is disapproved. To avoid repetition, I shall only state that the grounds of disapproval are substantially those already lucidly set forth, among others, by Mr. Telang of Bombay. I am prepared to explain or amplify them, if called upon to do so. The defects in the existing system are not susceptible of remedy by any amendment of the rules. The first condition of improvement is the repeal of those rules altogether. As for the Statute, it does not need any amendment, if its operation is to be restricted to admitting into the Covenanted Service only good men from the learned professions, and those who distinguish themselves in the Uncovenanted Service and reach the top, or nearly the top, of the ladder in that service. Such men would have naturally acquired a large amount of matured experience, and if they had as well given proofs of high character, they would have afforded a guarantee, at least as effectual as the safeguards now existing in the case of the members of the Covenanted Service. It will be a loss to the State if such men should, for artificial reasons, remain unutilised by the State. They come most aptly under the term "men of proved merit and ability" for whose benefit the Statute has, as I take it, been enacted. A suggestion has often been made that the Statute has to be retained (1) for the benefit of the members of "good family," and (2) for the benefit of such sections of the Indian community as are backward in an educational sense. The term "good family" is to my mind vague and undefinable, and is (as it has been) capable of misapplication. There is, however, one class of men who may be taken as included in the term, namely, members of families of which the Zamindar may be regarded as a type; but I have serious doubts if the extension of the Statute to them will be either desirable or advisable—at least in this Presidency. Educationally they are, as a rule, backward; and the associations and environments amid which they grow up afford no guarantee that the deficiencies of education are otherwise made up. It further appears to me that, so long as they are affluent or obtain handsome allowances from the income of their estates, they would rather not work. Possibly the novelty of

Mr. *Stokes*—continued.

Mr. *Stokes*—continued.

the situation and the honours and powers of office may attract them in the first instance ; but I feel sure that, before long, the onerous and exacting labours of office will prove distasteful to them, and they will cease to be efficient as public servants. As for the impecunious members of these families, I fail to see on what principle they are entitled to any preference. It strikes me that in the management, improvement and development of the resources of their own estates, men of the landholding class (rich as well as poor) have plenty to do, and I doubt if it is administrative wisdom to tempt them away from their legitimate sphere of activity. It seems to me that if members of these families had surplus energy, leisure and inclination to serve the State, it would be an appropriate and handsome concession to them, and it would be putting them exactly where they are likely to be of real service, if, beside Military service, the chairmanships of Municipalities, local fund Boards, and other places of honourable distinction of that kind were assigned to them. To them the salary of the office will not be, or at least ought not to be, a consideration—at any rate not a paramount consideration. If, however, there are among them men desirous of signalising themselves in the public service, it is not clear why the ordinary standards should not be applied to them and why they should not enter by the ordinary door, *viz.* open competition. At present no University degree or training is a qualifying pre-requisite in a candidate for open competition ; and if, by private efforts, one is educated up to the mark, I cannot see that any further condition is necessary. In case the existing system is changed and a University diploma is declared a necessary preliminary, then there is need to take into account the disinclination, prevailing in that class, to consent to their sons sitting by the side of, and rubbing shoulders with, youths less favorably circumstanced. This may or may not be a repugnance that should be recognised ; but it is nevertheless an obstinate fact, and the highest concession it may

Mr. *Stokes*—continued.

justly deserve is an exemption, for a time, from the preliminary qualification prescribed for appearing as a candidate in the open competition, and no more. With this difference, they must be left to compete with others on terms of perfect equality in all other respects. The better plan, however, would be for this opulent class to secure for their exclusive use a school or college such as would suit their wishes and feelings and qualify them to compete for University degrees. If the loss of caste-status prevents their voyage to and a stay in England, I see no reason why an exception should be made in their favor, while they are far more secure from social persecution than men belonging to the middle class. Nor am I clear how the manner of their bringing up renders the effect of mixing in European society unnecessary. I rather incline to the view that in their case, it is more imperative. Finally, I am aware of no political considerations, which in the face of these stern facts will justify exceptional tenderness in their behalf. I am not insensible to the argument that, by their affluence and advantages of birth and station, they should be fit instruments to govern with. But they must deserve before they can command such a position. This, I am clearly of opinion, is not the case and will not be the case for a long time to come, and I have no faith in the efficacy of thrusting upon them a greatness they have not achieved and may not do justice to. A system of that sort will be an impediment rather than a stimulus to improvement on their part. Next as to the sections of the Indian community which are comparatively backward, there is no force in the argument in case the particular appointee is quite fit. If, on the contrary, he shares the backwardness, then the very hypothesis of the nominee not being quite up to the mark, is an argument against his appointment. Nothing leads to one's improvement so effectually as a painful consciousness that one is left behind in the race ; and I am afraid that bestowal of special favors on that ground would impair rather than fur-

Mr. *Stokes*—continued.

ther one's true interests. A weighty consideration in this connection is the fact that dubious reservations of the kind in question will be a practical revival of the very evils which the open competition was intended to remove. In the view I take of the limits within which the operation of the Statute should be in strictness confined, I do not, for obvious reasons, consider that the selected candidates should be required to proceed to England for training.

Mr. *White.*

4698. Do you think that by appointing men of proved merit and ability in the Uncovenanted ranks, to appointments in the Covenanted Service, the State would secure very valuable servants ?—Certainly.

Mr. *Ryland.*

4699. Are you aware that the Statutory Service has already one-sixth of the number of Covenanted appointments assigned to it?—Yes, but I would have no intermediate service. The exceptional men whom I would promote would be incorporated with the Covenanted Service.

Mr. *Stewart.*

4700. Would you repeal the Statute ?—Yes, except to that extent.

4701. Then you would amend it because you see itmakes no limitation?—I do not think it is at all inconsistent with my own scheme. I have taken care to include men of the learned professions.

4702. Would you extend the definition of Natives of India ?—Provincial jealousies are very strong at present, and in Native States the rule is that the bulk of appointments in those States shall be reserved for Natives of those States. If that rule were broken through, there would be a great outcry. Under the circumstances, therefore, it is a question whether it would not be well for the British Government to confine its patronage to persons under its control; a question which I leave it to decide. Personally I have no objection to subjects of Native States being admitted.

Mr. *Stewart*—continued.

4703. Is the present system of recruitment for the Covenanted Service approved ?—In general terms I must say that there is dissatisfaction felt with the existing system of recruitment for the Covenanted Service. My answer will be clear from what follows. That Natives of India, so far as Hindus are concerned, labour under disadvantages in competing for this branch of the service is, I think, manifest. Few that have thought over it can have a moment's doubt on the point. The chief ground of objection is the loss of caste status: but that ground applies strictly to a very limited section of even the Hindu community, *viz.* the Brahmans. In my opinion, an administrative policy, which takes cognizance of, and is intended for the vast majority of the Indian community of which the Brahmans form an inconsiderable fraction, should not regard this objection as an insuperable one. Some one section or another of a vast community will labour under disadvantages under any system that may be devised. It is for the sections so handicapped to educate and extricate themselves out of their difficulties rather than for the neutral ruling power to withhold measures of general beneficence; especially as the existing system altogether ignores such questions of sectional importance. If the change proposed has a tendency, as I hold it unquestionably has, to mitigate, if not remove, the hardship in a vast number of cases, I fail to see any justification for accepting the opinion of an infinitesimal minority as over-ruling all the claims of assenting Brahmans and of the vast majority of the non-Brahmanical population. The establishment of scholarships and allowance of passage-money may prove a relief in some cases; but they cannot materially diminish the hardship. It is from holding simultaneous examinations in England and India and raising the limit of age to twenty-three that a real and substantial relief would come. The examination in India should be

Mr. *Stewart*—continued.

identical with that held in England with an increase in the aggregate marks assigned to Sanskrit as an optional classical language. It should be held only in one Indian centre, the position of which I would leave the authorities to fix. The candidates in England and India should compete with one another and be selected in order of merit. I am not for any apportionment of appointments on any principle whatsoever.

I am emphatically of opinion that if an examination is held in India, the successful candidates should be required, as a condition obligatory, to proceed to England for two years' training. The opinion is sometimes entertained that a stay in England for a couple of years is not calculated to do much good. From this view I entirely dissent. The period is long enough to yield tangible results, as I think. Such results are far better than none. There is indeed much force in another ground on which a stay in England of Indian youths is deprecated, and it is this: that they would be practically left without a proper and effectual supervision such as a parent may exercise. But this objection is far stronger against the existing system than against the system proposed. As applied to the latter, it assumes that the same degree of supervision is needed by a grown-up youth as by boys of tender years. Demand always brings on the supply, and the demand under the system proposed is far easier met than in the former case. If parents and guardians would only go to work in right earnest, the deficiency would soon be remedied. After all, it is, to my mind, not a little ridiculous that such nervous fears should be entertained in regard to men who are soon to fill functions calling for the exercise, in a large measure, of force and determination of character. The thing to be wished for in regard to such men is manly virtue, not a mere "valetudinarian virtue" as has been well said in an analogous case. On the whole, I am clearly of opinion that to move in the sphere of modern European civilisation is not only not hurtful, but is eminently salutary, even if the period for the acquisition

Mr. *Stewart*—continued.

of the advantage were, owing to the exigencies of the service and economy, only two years—but two years (be it said) preceding the entrance into an honourable career, and perpetually reminding the probationer of the responsibilities that await him, and the anxious and keen expectations entertained of him. There is yet another manifest advantage—I had almost said a feature of simple justice—about the proposed change, and it is this: whereas now the several years' study in England entails a heavy cost which, in the event of failure, will have been, so far as the immediate purpose is concerned, incurred in vain, the change proposed would materially diminish such cost, and the diminished cost would be incurred with more willingness from the feeling that the British sense of justice had made it possible.

4704. **Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?**—I have no sufficient data for answering this question confidently or satisfactorily, though I am aware that there are, among those who have not gone to England, many who are far superior, as regards character and capacity, to those who have done so; a fact that I have become strongly impressed with by having been a private tutor, a school-teacher, and voluntary instructor of several hundreds of young men. An examination in India will bring such persons to the front with far larger chances of success. In this connection I have to notice an unfounded apprehension that an examination in India, of the description prayed for, would lead to a great preponderance of the Native element in the Covenanted Service. This is to my mind no probable contingency—certainly not in any near future. I do not share such an apprehension, as I cannot bring myself to believe that, in a well regulated examination (and the examination will be a well-regulated one) the English youths will at all be at a disadvantage. As for the bare possibility of such a preponderance in the remote future

Mr. *Stewart*—continued.

all I can say is that, at present, the speculation has only a theoretical interest, and that it is not for us to solve a problem which a remote posterity might have to face, and which when it does present itself, might be dependent, for solution, on conditions which we cannot adequately realise.

Sir *Charles Turner.*

4705. What is your caste?—I am a Brahman.

4706. And you consider that the majority of people in this Presidency have no rooted objection to going to England?—They have a sort of vague idea that they ought not to go, but the idea is unfounded, and they can be educated out of it.

Mr. *Ryland.*

4707. Do you expect a larger number of Native candidates will succeed if you have a competition in India?—A larger number of Natives will compete, but whether they will succeed depends on the quality of the English candidates. But my idea is that if the age is raised to twenty-three, the English candidates will be superior to those who now compete.

4708. Then what hardship do you propose to remove by instituting competition in India?—Those who could appear in an Indian competition are at present debarred from competing for the Civil Service at all.

Mr. *Stewart.*

4709. Why insist on Native and English boys competing together?—Because the competition in England is open to both English and Native candidates.

4710. Would it not satisfy the aspirations of the educated class if a certain number of appointments were thrown open to Natives here quite independently of those to be competed for in England?—No, because in the popular eye the Indian candidates would be inferior. The fundamental principle which should guide the Government in the distribution of patronage is, not to apply one method to one set of candidates, and another method to another set of candidates.

Mr. *Stewart*—continued.

4711. Do you see any practical difficulties in the way of holding simultaneous examinations in England and India?—I for one do not see any practical difficulty in it. As regards the *vivâ voce*, I have been occupied with the question for many years as a teacher, and my idea is that, if a proper paper is set, you can form a higher and more accurate judgment of the boy than by examining him *vivâ voce.*

4712. Would you be inclined to sacrifice the *vivâ voce* altogether?—If it was the only difficulty in the way of my scheme I would

Sir *Charles Turner.*

4713. How long were you in the Educational Department?—For five years; as a teacher at Patchiappah's school.

4714. Were you ever an examiner for the University?—No, I only examined boys up to the matriculation standard.

4715. Does it occur to you that a boy who has not the gift of expression might not fully show his knowledge and ability in an examination conducted solely on paper?—Yes, but if he cannot find words to express his ideas, his ideas must be very hazy indeed. Such is my experience.

4716. Have you practiced in the District Courts in the mufasal?—Yes.

4717. And you are acquainted with the Civil and Criminal jurisdiction and the administrative functions conferred on District Judges?—Yes, so far as they are exercised or performed in open Court.

4718. Would it be expedient to substitute Native Subordinate Judges for some of the European Judges?—Not if they were taken from the present class of Subordinate Judges.

4719. From the Munsifs?—I do not know enough about them to say.

4720. How would you recruit your Uncovenanted Service?—This service should be recruited mainly from Natives of India as described in Statute 33 Vic. cap. 3, sec. 6. I would not, at least for a generation

Sir *Charles Turner*—contd.

to come, admit to this right all natural-born subjects of Her Majesty without let or hindrance. The grounds for fears on the score of nepotism and racial high-handedness have not yet disappeared; and against a contrary course being adopted, Lord Macaulay's remarks uttered, so far back as 1833, have as much cogency now as then. If anything, recent occurrences have only accentuated the need for caution. There is a further view that seems relevant to the question, and it is this;—that whereas all other natural-born subjects of Her Majesty have an almost illimitable scope for service, in the British Isles and the Colonies—not to speak of other independent dominions—the Indian subjects have only India to look to for employment. It also seems to me as much administrative wisdom as administrative justice to secure for the people of a country the bulk of appointments in the country's service. In the face of the widespread opinion that the appointments in each Province, even in this country, should be, if possible, confined to the permanent residents of that Province, it is, perhaps, too much to ask for an unchecked introduction of an extensive foreign element into the Indian Service. The restriction that, in each individual case, special grounds must be sought for, is an unavoidable safeguard, and, considering all the circumstances, the balance of advantage is in favor of retaining the limitations that at present obtain. In the progress of events the conditions might materially alter, and it would be time enough for such altered circumstances to regulate a re-adjustment; but till then, the system now in vogue must, I think, be religiously observed.

4721. Should the recruitment be by competition or by nomination, or by both systems combined; and if by both systems combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of office? — I cannot answer this question without a few preliminary observations of great moment. This service is admitted on all hands to be the very Augean Stable of the Indian administration. It needs a thorough cleansing and a thorough re-modelling, and it needs to be put on a sure and rational basis. It now embraces the three distinct functions of Civil-judicial, Criminal-judicial and Executive; but there are but two branches for their exercise—the latter two functions being united in one and the same office. As regards the Civil-judicial, there has been in recent years a marked change for the better, and it bids fair to become, before long, all that one could wish it to be. The proposal of taking away a proportion of District Judgeships from the category of appointments exclusively reserved for the Covenanted Service, and throwing them open to the Uncovenanted Service, does not meet with my approval; for the system of training Covenanted Civilians for the Judicial posts, still reserved for them, would lead to inconvenient complications and conflict of interests. Already the complaint is justly made that hosts of appointments in the Uncovenanted Service are usurped in the interests of the Covenanted Service, and the proposed system would only intensify it. The proposal itself originates from the impression that Civilians, for want of a special training for the purpose, have not made good Judges; and it is taken for granted that the existing number of District Courts is necessary. I regard them as too many; and, as Appellate Courts they never can answer, inasmuch as I think it is an erroneous principle to empower one single officer, be he ever so qualified, to sit in judgment over another officer who had the advantage of watching the demeanour of the witnesses. I would reduce their number to a half, and confine their powers to appellate work. Out of the salaries of the abolished District Courts and with the salaries of Sub-Judges, whose posts also I would abolish, I would create a few more District Munsifships; and of these I would reserve a proportion for the young Covenanted Civilians to preside over and acquire experience in. In the Appellate Courts, which I hold must

Sir *Charles Turner*—contd.

Sir *Charles Turner*—contd

have two Judges each, and of which the findings on fact might well be final, the Civilians experienced as above may sit along with a Native co-adjutor, promoted from the ranks of District Munsifs or selected from the legal profession. Such a system will improve the administration of justice, though it may not satisfy the place-hunting classes. But in my opinion the claims of the latter are sectional and inferior, as compared with the paramount interests of national justice. The plan of importing, wholesale, into the Judicial branch, members of the legal profession, is not an unmixed good, and without very great safe-guards it may even prove hurtful to public interests. The second branch, which now combines the two incompatible and highly inconvenient duties of a Magistrate and the executive head of the district, requires to be severed into distinct services. The necessity for this separation is fully admitted, but financial difficulties are alleged to be in the way of effecting it. The feasibility of this severance without much additional cost has been roughly sketched in a memorial, and certain papers drawn up for the purpose. Presenting them for your examination, I shall pass on to a consideration of how I should like to see the three services constituted. All Magisterial offices from the post of the Sub-Magistrate and upwards, all Judicial posts from District Munsifships and upwards, and all posts in the Revenue Department from the Tahsildar and upwards, I would form into what I should call the Upper Service. In it I should also include the Revenue and Magisterial Munshiships at the Hazur, as well as the Sheristadarships of the District Courts and District Collector's offices. The first entrance into this Upper Service should be by an open competition, and the successful candidates should serve a probation of a year or so to learn the details of the particular department in which they elect to serve, at the same time passing the tests belonging to the particular branch selected. Seniority tempered by selection on intelligible grounds should be the principle of promotion, while a proportion of the judicial appointments might be advantageously reserved for such as distinguish themselves in the legal profession. Such a system would reduce the chances of an abuse of patronage to a minimum; while it would lift men, in whom nice sensibilities are an invaluable possession, above the corrupt and demoralising associations, inseparable from what I should call the Lower Service, and which would comprehend posts essentially ministerial and mechanical in their nature. The members of the Upper Service would then have their sense of right and wrong neither warped nor impaired, and this feature in them would exercise a wholesome influence on the officials below. It is clear from these remarks that I am decidedly opposed to nomination pure and simple. It would be some time before the system above indicated took root, in case it was introduced; and I would wait awhile for further changes. In other words, I would respect the feeling of jealousy that is now visible, regarding the benefits of patronage or between the several Provinces. The tendency should be towards the system of preference for residents of the Province; but in the meantime I would strongly advocate liberty for holders of co-ordinate offices in separate Provinces to make a temporary exchange. Such a liberty in no way militates against the principle of the posts in a Province being reserved for its residents; while it would materially help the growth of intercommunication between the Provinces and lead to the diminution of the provincial jealousies which accidents have originated and too much proneness to respect them has kept alive.

4722. You would have a District Court composed of two Judges confined to appellate work?—Yes, to dispose of questions of fact once for all.

4723. From what class of men would you select your Appellate Judges?—Either from the Bar or the Munsifs, and the District Judge would also be one.

4724. You would have a Native and European Judge sitting together on

the Appellate Bench in each District?—Yes.

4725. And there would be only half the present number of Courts?—Yes.

4726. Would that not be very inconvenient to suitors?—No, because even now every suitor has to go to the High Court for ultimate justice.

4727. In how many per cent. of the cases do they come on appeal to the High Court now? Are you aware that it is only sixteen per cent.? Would it not be a better system to abolish the Civil Appellate jurisdiction of the District Courts and to allow all appeals to be brought in the High Court?—I should not object to that plan, but I do not think it would be accepted, because it would involve the abolition of so many District Judgeships.

4728. Do you see any reason for altering the present system of appointing Munsifs?—At present very desirable men are being appointed, but I do not see even now any definite principle of nomination. I think that in numbers of the appointments that have been made, experience to deal with original cases has been lost sight of.

4729. You do not, I understand, object to the appointments that have been made from the Bar, but to those that have been made from ministerial officers?—I know several of the ministerial officers who have been appointed, and they certainly cannot compare with the men appointed from the Bar. Most of these ministerial officers began public life at a time when the educational standard was very low.

4730. Do you consider that, as a rule, Munsifs appointed from the Bar have been good men of that class?—Yes.

4731. Have you had any opportunity of observing the work of the Magistrates?—I have had a good deal of practise in their Courts.

4732. What do you think of the Native Magistracy?—The Lower Magistracy is quite unsatisfactory. Most of the Subordinate Magistrates began on Rs. 10 or 12 in a Kutchery office and in the demoralizing atmosphere of that office.

4733. What is your general objection to men appointed from the ministerial ranks?—As regards Civil Judicial work I have no special objection to them, except that they are not up to the mark. As regards the Subordinate Magistracy, I am clearly of opinion that their commencing so low as they do leaves them open to impressions which make them unsatisfactory Magistrates.

4734. You object to promotion from the clerical establishments as a rule?—Yes.

4735. You have no objection to the promotion of particular men?—No.

Mr. *Ryland.*

4736. In what departments do such abuses as you mention, nepotism, &c., exist?—A very large number of appointments which under the Secretary of State's rules should have been given to Natives are not given to them, and many of them are held by members of the Civil Service.

4737. Independently of the check on undue patronage which sanction of the Secretary of State affords, are there not examinations which the candidates have to pass?—Yes.

Mr. *Stewart.*

4738. You would make an upper service extending as low as Munsifships in the Judicial line and to Sheristadars in the District Collector's Office in the Revenue line?—Yes.

4739. And for men occupying posts below those offices, that is for inspectors, gomastahs and clerks, you would leave no way of access to the upper service?—No.

4740. Do you think when you speak of the demoralising associations of these offices that you are likely to remedy them by denying these men all hope of promotion?—I am unable to suggest any other plan.

4741. Do you not think that when you take in hand the improvement of the service you should commence at the very bottom of the service?—Yes.

Mr. *Stewart*—continued.

Mr. *Stewart*—continued.

4742. Is it not more desirable to improve the Magisterial Courts than to throw open a certain number of appointments to Natives?—I certainly do not care much about throwing open more places to Natives, and if by reducing some of the present appointments, you would add to the happiness of the people generally by improving the Subordinate Magistracy, I should regard it with pleasure.

4743. Do you object to the union of Revenue and Magisterial functions in the same officer?—I think it is now possible to separate the two with a small additional cost.

4744. Have you any other suggestion to make to the Commission?—No.

PROCEEDINGS

OF THE

PUBLIC SERVICE COMMISSION.

VOLUME V.—PROCEEDINGS RELATING TO THE MADRAS PRESIDENCY.

SECTION III, SUB-SECTION A.—Replies of Associations.

No. I.

THE LITERARY ASSOCIATION, COCONADA, MADRAS.

FROM M. R. Ry. Venkataratnam, Secretary to the Literary Association, Coconada, to the Secretary to the Public Service Commission, Madras, dated Coconada, 5th February, 1887.

I have the honor to submit, for the consideration of the members of the Commission, the views of the local Literary Association on the subject of the public service in India.

2. To begin with the existing Statutory system, the Association has no hesitation in declaring it to be unsatisfactory. Exception is taken both to the Statute and also to the rules framed thereunder.

3. The Statute is at best a permissive one intended to enable the Government of India to appoint Natives of the country to the Civil Service otherwise than through the channel of competition in England. Neither the number of persons to be appointed nor the mode of selecting them are prescribed by it. These are left entirely to the discretion of the Government, which may even choose to appoint none at all, as indeed it did until 1880. Though the Association does not profess to be fully acquainted with the considerations which influenced the framers of the Statute, yet it is strongly of opinion that those considerations cannot any longer exist under the altered circumstances in which India is found at the present day.

4. The existing rules are objected to on the ground that they are not in their nature such as to always ensure "merit and ability" on the part of the selected candidates. High birth, the Association thinks, is too highly estimated when it is rendered a *sine quâ non* of admission to public service. In the opinion of the Association no system of selection is good which is not based on real merit and ability displayed in a public manner.

5. Another objection to the present system is grounded on the consideration that under it persons are appointed to particular posts and not to an organised service with its incidence of promotion guided by merit and seniority.

6. The Association does not, however, think it necessary to advocate the entire repeal of the Statute, but would propose that it be substantially amended so as to contain the following provisions :—

7. It should, in the first place, prescribe the proportion of appointments to be made in India annually. The Association proposes one-third as the proportion to be so prescribed, which would be double of that which it is understood that Government has proposed to itself under the present system.

8. The Statute should then prescribe the mode of selecting the candidates. The Association is not insensible to the objection which is likely to be made to their suggestion, namely, that it is not practicable to prescribe hard and fast rules which will be good for all time and for all places, but it thinks that the objection loses much of its force when it is remembered that what the Statute is required to do is not to prescribe the details of the manner in which the system is to be worked, but to lay down the general principles of selection which would remove the objections existing at present, allowing at the same time reasonable discretion to Government in the matter. The Association accordingly proposes that half of the proportion already fixed, or one-sixth of the whole number of appointments to be made annually, should be filled up from the Bar and by men already holding posts in the Uncovenanted Civil Service, which, from their nature and the time during which they are occupied by the candidates, combined with the general educational qualifications of the candidates themselves, ensure competency on their part; and candidates for the other one-sixth should be

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selected by means of a competitive examination, to which only those should be admitted who have passed at least the B.A. degree examination and can produce certificates of good character and of physical fitness.

9. As to the nature of the competitive examination, the Association does not see why the same examination as is now held in England should not be held in India, with the modifications to be proposed hereafter. Anything less than that would probably be held insufficient, as anything more would certainly be unnecessary.

10. The Association is not prepared to advocate the system of compelling selected candidates to go to England, though they may be encouraged to do so by payment of scholarships and passage money. In place of English training the Association would propose that the selected candidates be made to undergo probation in India for a period of, say, two years before being confirmed. This may be dispensed with in the case of men taken from the Uncovenanted Civil Service.

11. The competitive examination in England may be left as it is, the only changes which the Association would propose, in accordance with the general opinion on the subject, being (1) that the age limit be raised to 23 years and (2) that the Oriental classics be placed on the same level as the European ones.

12. As regards pay the Association thinks that those admitted in India should get only two-thirds of the pay of those who enter the service through competition in England, the reason for the distinction, besides the general ground of economy, being that the latter class of men labor under disadvantages—Europeans in having to serve in a foreign country, and Natives in submitting to a severe competition in a foreign land under risk of failure. Concession may also be made to Europeans in the matter of leave. Beyond this there ought, in the opinion of the Association, to be no distinctions between the two classes of persons. All should be members of the same organised service, and their promotions should be guided by merit and seniority alone.

13. The Association attaches much importance to the separation of the judicial (at least the civil portion of it) from the executive branch of the service; but it is not at present prepared to suggest a more comprehensive scheme to effect this than that of those appointed in India otherwise than by competition, those taken from the Bar and the judicial branch of the Uncovenanted Civil Service alone be appointed to judicial posts in the higher service.

14. The Uncovenanted Service is either judicial or executive. As regards the former the Association has nothing to suggest, inasmuch as it thinks that the system of making appointments now adopted in that branch is, on the whole, satisfactory.

15. As regards the executive branch the Association is by no means satisfied with the existing state of things, and proposes to improve it by making a rule that all responsible posts should, after a certain date, be held only by men of superior educational qualifications tested by University examinations.

16. To give effect to this proposal, and also to attract men of ability and character, the Association suggests the creation of two (or more) probationary appointments for each district, on the model of the system now obtaining in the Registration Department, with a decent pay of not less than 50 rupees per mensem, so that, as vacancies occur, the permanent posts may be at once filled up by these probationers. The probationers may be selected by a sort of competition by the district officer.

17. It is the unanimous opinion of all the members that the Uncovenanted Civil Service should be confined to men permanently domiciled in India.

No. II.

THE VIZIANAGRAM VIDYABHIVARTHANI SABHA.

I.—Statutory Civil Service.

18. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The present system of appointing Natives as Statutory Civilians is not approved. The grounds of disapprobation are: *First*, that under the operation of rules framed under the Statute, which seem to attach great importance to noble birth, men of great attainments and high character have little chance of entering the service when they do not happen to be highly connected, which is rarely the case. *Second*, that men who are indifferently qualified for these higher appointments now easily get the same owing to their possessing some influence with members of Government, who scarcely fail to discover noble birth in those whom they favor.

19. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The defects of the existing system may be remedied by admitting people into the Statutory Service only by open competition, allowing the method of nomination to be employed in favor of distinguished Uncovenanted officers, who may be raised to the Statutory Service, when they appear to deserve a special recognition at the hands of Government.

20. If the provisions of the Statute 33 Vic., Section 6, are not repealed, nor substantially amended, so as to take away the power conferred on the local administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—The word "Native," which occurs in the Statute, is comprehensive enough.

21. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—The Government may encourage selected candidates to proceed to England in as many ways as practicable.

II.—Covenanted Civil Service.

22. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—The new competitive system does not seem to give this country as good Civilians as those who were obtained under the old system, which it superseded.

23. Should any, and if any what, change be made in that system?—The Committee think it would be better if persons who succeed by competition are made to undergo some special training in this country for three years before they begin to discharge the duties attached to their respective appointments.

24. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—The Natives of India labor under several disadvantages in competing with Europeans for employment in the Civil Service.

25. By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The changes the Committee propose to minimise the disadvantages are: (1) The raising of the limit of age from 19 to 23; (2) the adding to the subjects of examination a few of the chief vernacular languages of India, allotting to Sanskrit the same number of marks as those allotted to Greek and Latin; (3) the holding of examinations simultaneously both in England and India.

26. If an examination is held in India, (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively, or between the members of the principal religious sects?—(1) It should be the same as that held in England. (2) It may be held in three centres, capitals of the presidencies being taken as such; the candidates who appear at the examination in England, as well as in India, should be classed in order of merit. (3) and (4) There ought to be no apportionment of appointments between Europeans and Natives or between the several classes of Natives themselves based upon race, creed or nationality.

Vizianagram Vidyabhivarthani Sabha.

27. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—The successful candidates in India may be encouraged to proceed to England to undergo special training.

28. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—As there is none in this province the Committee have nothing to say on the subject.

III.—Uncovenanted Service.

29. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—The Uncovenanted Service may be recruited from all the natural-born subjects of Her Majesty.

30. Should the recruitment be by competition, or by nomination, or by both systems combined; and, if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should be by competition, and none should be permitted to enter the service without passing the competitive examination.

31. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—The Committee think it desirable that the recruitment should be made by the several administrations from persons resident in the territories under such administrations respectively.

32. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Statutory Service is abolished the Committee would assign to the Uncovenanted Service those appointments which are now reserved for the Statutory Civilians.

IV.—Pay and Furlough Rules.

33. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—The Committee would recommend no distinction to be observed between the Covenanted branch on the one hand, the Uncovenanted and Statutory branches on the other, in respect of salaries attached to posts reserved for the former when they come to be occupied by members of the other two branches.

34. If such distinction should be made, on what principle should it be regulated?—This requires no answer.

35. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other and what ground?—The Committee think that Europeans may be allowed more furlough than Natives.

36. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—The Committee think they are quite suitable.

PROCEEDINGS

OF THE

PUBLIC SERVICE COMMISSION.

VOL. V, SEC. III, SUB-SECTION B.

No. I.

M. R. Ry. J. Kanagasabai Mudaliyar, Subordinate Judge of Tanjore.

I.—Statutory Civil Service.

37. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is not approved of.

38. If it is not, what are the grounds of disapprobation?—The disapprobation seems to have proceeded from the dissatisfaction of the educated class of people in several respects. They suppose that selection of candidates has not been made in the manner in which it ought to have been made, and that favor and influence were allowed to interfere with the selection.

39. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—It is desired by the educated community that the Statute and the rules thereunder should be abolished.

40. If the provisions of the Statute 33 Vic., Section 6, are not repealed, nor substantially amended so as to take away the power conferred on the local administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—If the provisions of the Statute are not repealed, they should be amended only in respect of the description of persons to be selected, and such persons may be selected out of the present Uncovenanted branch of service.

41. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—That the selected candidates should proceed to England for training should not, in my opinion, be made compulsory. It may be left to their option. Candidates coming from noble family may at their own cost enjoy the advantages, if any, of such training.

II.—Covenanted Civil Service.

42. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I believe that there is much dissatisfaction in the existing system of recruitment for the Covenanted Civil Service.

43. Should any, and if any what, change be made in that system? Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service? By what changes may those disadvantages be minimised or removed, *e. g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The system should be so changed as to allow all classes of people in Her Majesty's dominions to enjoy it conveniently and without prejudice to the rules of their castes and religion. (*a*) I am not in favor of scholarships and allowance of passage money to Native candidates; (*b*) the age must be altered; (*c*) as to the subjects of examination, &c., I do not feel myself competent to give any opinion; (*d*) I think there must be simultaneous examination in England and in India.

44. If an examination is held in India (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—In holding examination in India, if it be made identical with that held in England, it will no doubt prove disadvantageous to the interests of the English candidates. If the Government do not care for such disadvantages, the examination may be identical, otherwise it may be made to differ, so as to protect the interests of the English candidates and those of the

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Government on political grounds. If the examination to be held in India is made identical with that held in England, I have no doubt that at one time or other the Indian candidates will carry away exclusively all the Covenanted posts in India. The examination may be held at one centre in India. I do not feel competent to undertake to answer these questions in other respects.

45. If an examination is held in India should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—I answer this question in the negative. Indian successful candidates need not be compelled to go to England for the purpose of training. I say this as I am not aware of the special advantages of such training, and, as I believe, that the Indians who come out of respectable families, and who have had training in respectable society in India, do answer well all the requirements of them to hold high offices.

46. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I have not had an opportunity to learn in person the character and capacity of the young Natives obtained under the existing system of open competition in England, but from what I hear of them I must answer in the affirmative.

III.—Uncovenanted Service.

47. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—Candidates for Uncovenanted Service should be recruited from the Indian Natives only.

48. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should be both by competition and by nomination. The Uncovenanted offices may be divided into two classes, 1st and 2nd—the former consisting of all offices, the duties of which require judicial capacity, both civil and criminal, and the latter all other offices. Candidates for the first mentioned offices must be recruited by competition, and those for the last mentioned by nomination out of persons qualified under examination rules specially framed in that respect.

49. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—The recruitment for the Uncovenanted Service must be confined to persons residing in the territories in which such recruitment is made.

50. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—I would answer this question in the affirmative, but, in the event of Natives being allowed to compete for Covenanted Service in India, the necessity for the indulgence to Uncovenanted Servants may not be at a future time desirable.

IV.—Pay and Furlough Rules.

51. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the Service or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated? Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground? Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—Under this heading I would simply say that there must be some distinction in the salaries of Europeans and Natives in consideration of the various differences existing between the two nations in respect of living, &c., and the several inconveniences to which the English people are put to in coming to India. In other respects I am unable to answer the questions contained under this heading.

No. II.

J. B. BILDERBECK, ESQ., B.A., ACTING PRINCIPAL, GOVERNMENT COLLEGE, KUMBAKONAM.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The system of appointing Statutory Civilians has most certainly not met with the general approbation of the people in this Presidency.

2. If it is not, what are the grounds of disapprobation?—In view, however, of the fact that the system has not been very long in operation, and that but a very small number of Statutory Civilians have been appointed in this Presidency, it might very fairly be held that the system has not as yet received a full and fair trial, or at least that whatever arguments may be advanced against it are not of the *à posteriori* order, and based on evidence of the general inefficiency and incompetency of the gentlemen who have hitherto been appointed. This disapprobation accompanied the system from the very date of its birth, and seems to have originated in the feeling that, while such a system was open to all the objections usually advanced against a close nomination system, it was at the same time an abortive and ungenerous attempt at a compromise, unworthy the spirit of the Queen's Proclamation which had encouraged widespread hopes that Natives would be admitted to a larger participation in the higher administrative posts of the country.

3. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—It would, I think, follow from what has been said that, should it for any reason be considered necessary to retain a Statutory Service, it would be advisable, except perhaps in the case of officers referred to in the answer to question 4, so to modify the present system of selection by nomination as to combine with it the conditions of a severe open competition, all rules for regulating admissions being fixed definitely and published for general information.

4. If the provisions of the Statute 33 Vic., Section 6, are not repealed nor substantially amended, so as to take away the power conferred on the local administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised, or in respect of the sanction required for appointments made thereunder?—I should think it undesirable to repeal the provisions in Statute 33 Vic., Section 6, referred to, inasmuch as under them local Governments have the power of rewarding conspicuous merit in the Uncovenanted Services by promotion to posts of superior rank, importance or salary. With such prospective rewards the tone of the lower services cannot but be raised, while the absence of any such prospects tends to produce a most demoralising effect on the zeal and the efforts of really able men.

5. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—In answer to question 5 I have to remark that it appears to me that, in the event of its retention, two distinct classes of men will be introduced into the Statutory Service; first, those described in the answer to the previous question, who have been promoted thereto as a reward for past distinguished service, and, secondly, younger and inexperienced men, admitted, perhaps, for the first time to official employment. As regards the former class the question raised would be more or less irrelevant; but, as regards the latter class, if, as should be the case, they are the cream of the educated youth in the country, selected after passing through the severe and searching ordeal of an examination, it is not clear what special "training" they should be asked to undergo in England which cannot be obtained in India. For my part I am very sceptical as to the advantages to be derived from a short residence in England in the case of a Native of India who has hardly attained to years of discretion. Not having been brought under the sobering influences of any sense of personal responsibility, having had no experience of the larger *ultra*-Indian world of men and things, he finds himself suddenly transplanted into conditions of life so various, so new, that even with the best of intentions and principles his mind becomes dazed, and he is in consequence, for some time at least, incapacitated for any serious work, while in some cases he is altogether demoralised. However a very high premium should be placed on a residence in England; and this, I think, would be best effected with a minimum of shock to the religious susceptibilities of the community, and without entailing any direct charges upon the revenues of the country for the purpose, if it were made clear to all that promotion above a certain rank or salary could only be secured by those who could give proof of a two-years' residence at an English University; and if,

to this end, they should be encouraged to make use of their first furlough or even still earlier, be enabled to take *two* years' special leave on the usual acting allowances to which they would be entitled after a few years' service.

II.—Covenanted Civil Service.

6. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—Natives of India are certainly under serious disadvantages in competing for the Covenanted Civil Service examination, the term "open" being for the majority little better than an example of *irony*. To say nothing of the almost insuperable caste difficulty which many in this Presidency have to contend with, the heavy expenses involved in a journey to, and residence in, England, and the serious risk to the health of an exotic, implied by residence in an uncongenial climate, undertaken, as such expenses and risks must be, in view of a more or less uncertain contingency, necessarily operate to debar the best of the youth of India from competing in England. But in addition to these difficulties there is another—the very low limit of age prescribed for candidates. On the one hand it is as impossible as it is undesirable—in the present condition of Hindu society—for a Native gentleman of the respectable classes to send his child, while yet immature in body as well as in mind, to reside in a strange land with neither friends nor relations to watch over him; and on the other hand, in view of the fact that the average age of those graduating in Arts in this Presidency has varied from 21 to 22½ years in the period from 1871—1886, it is obvious that Natives who have already received a sound education in this country, and might look forward to the competitive examination with reasonable hopes of success, are altogether debarred therefrom.

7. By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—Premising the necessity of governing the country in large measure by Native agency, it is obvious that some system of selection in India itself should, in the case of Natives of India, be substituted in the place of the open competitive examination now held in London, and it is imperative that, whatever system be adopted, it should be one which is above all suspicion of favoritism to creeds, races, or private interests, is clearly intelligible and impartial in its methods, and is calculated to secure the best talent that the country produces. The question of *age* is one that meets us on the very threshold of the enquiry, and its answer is, in my opinion, a condition precedent to the full and proper discussion of any proposal that may be brought forward. It is well known that the present limits of age prescribed for the Indian Civil Service examination are by many strongly objected to on the ground that they practically exclude men who have received that complete and solid training that is rarely found outside a University; but that these limits were adopted by the Civil Service Commissioners, as it was found that, even when the age prescribed was at a higher limit, men who had distinguished themselves at the University preferred a career in England to one in the tropics, and as it was believed that an examination open only to young men from the various schools in England was likely to intercept a large proportion of talent which would otherwise find its way to the University. Now such considerations, I submit, do not apply in this country. Not only has the Native to serve in his own country, but in the very limited selection of professions open to a talented young man; employment in the public service of an essentially bureaucratic government is regarded as a most honorable career and almost the only avenue to public distinction. If the limits of age were raised a large number of the best educated men in the country would be only too ready to enter the service.

There are, I think, several reasons for recommending that the lower limit of age should be fixed at a point not below 23. In the *first* place it is highly desirable, if not absolutely necessary, to secure University men for the public service. In the present educational conditions of the country, and especially owing to the absence of an educational machinery in any way corresponding to the English public school system, the University degree is almost the only test admitting of ready application in the matter of intellectual excellence and general culture, qualities which should surely be postulated of candidates for employment in the Civil Service, but which cannot be postulated in the case of those who, not having taken a University degree, are allowed to appear for an examination for which they may have specially prepared themselves by a judicious system of cramming. Moreover, the respect that attaches to a degree has so grown into a sentiment, and worked itself so completely into the life and ideas of the people of this generation, that a Native Civilian without a degree would, I believe, be looked upon as possessing quite a lower order of mind. Now, if employment in the Civil Service is to be opened to University men, the figures, to which I have already referred, point to the conclusion that the lower limit of age should

not be fixed below 23. But in the *second* place, such a limit is desirable on another score. Natives of India have repeatedly proved that in talent and ability they are not inferior to the European product, but they would themselves be perfectly ready to admit that, if a comparison were to be instituted between two young men of the same age, and of equal intellectual ability, one born and trained in India and the other brought up in Europe (exceptional cases aside and ignoring the physical aspect of the question), the latter, owing to the high educational value of an immensely superior environment, giving him a larger knowledge of the objective world of men and things, as distinguished from mere book knowledge, was the better-educated man, and *pro tanto* likely to be the better administrative officer. There is perhaps a danger in such judgments of attaching undue importance to the factor of European training, or of overlooking the balancing items on the other side of the account, such as a special knowledge of the habits of life and modes of thought of the people, and superior efficiency in the matter of a knowledge of the vernaculars; but advantages the man trained in Europe undoubtedly does possess, and, as an additional set-off to these, it is imperative that, in the case of Natives of India, none but those should be allowed to compete whose age does not afford some guarantee both of maturity of mind and riper experience of life.

For all the above reasons I would suggest that 23 be accepted as the minimum limit of age for admission of candidates to the Civil Service. I see no reason for fixing a higher limit.

Method of Selection.—If Natives of India are to be admitted to the full privileges now possessed by European members of the Civil Service, it would at first sight appear nothing but just that the conditions regulating their admission should be not only as stringent as, but as nearly as possible identical with, those obtaining at present in connection with the competitive examination in London, and, as a matter of fact, I believe the scheme most in favor with the Native community is that simultaneous examinations of approximately identical character should be held in England and India. I cannot but think, however, that such a measure will be found impracticable. In the first place, if Government yield to the almost unanimous request that the age of candidates who are Natives of India be raised, a serious inequality is at once introduced into the "fair field and no favor" of the present open competition; for the Hindu of 22 or 23 is likely to score higher than the European candidate between the ages of 17 and 19. Again, the present scheme of examination is a highly-refined one, involving, as it does, several different subjects of examination, all of which have been artificially appraised at differing values; but this scheme will have to be greatly modified, either by adding and eliminating from the subjects now prescribed, or by a redistribution of the marks to be assigned to the several subjects. Now any system of assigning marks which keeps in view a standard that should vary with the subject taken up, and, as I believe has been proposed, with the nationality of the candidate taking it up, can never command universal satisfaction; but, considering the great prizes at stake, is more likely to keep open the sore of dissatisfaction with all its attendant evils. Here, as elsewhere, circumstances alter cases, and, in view of the fact that Natives of India have special claims for employment in the highest service of the country, the question, I think, naturally suggests itself—Should not a special method of selection be applied to meet a special case? A competitive examination, identical in character with the one held in England, may be an impossibility, but surely it would be possible to introduce a system which, while being as stringent, at the same time might ensure the existence of qualifications which an examination such as the Civil Service examination is incapable of testing. The following is an outline of a scheme I would respectfully recommend to the notice of the Commission: (*a*) No Native of India to be eligible for the Civil Service who is not a graduate of an Indian University or a University recognised by the Indian Universities, and who has not attained his 23rd year. (*b*) Each local administration to nominate a certain number of candidates for admission, such number being dependent on the number of vacancies in the Civil Service to be filled up. (*c*) These nominees to be first of all subjected to a careful medical examination in view to ascertain their physical fitness. (*d*) A preliminary examination to test their powers of physical endurance and skill in athletic sports or muscular exercises, such as riding, walking, running, &c. Those who fail in this test to be excluded, and all marks obtained to be counted in the total at the competitive examination to follow. (*e*) Nominees who have passed the preceding tests to be admitted to a competitive examinaton for the whole of India, but held simultaneously at the three Presidency towns, in which certain subjects having a special practical bearing on the work of administration are made compulsory, such as Law, Indian History and Geography, Political Economy, &c. Candidates to be arranged in order of merit, and appointments to be given entirely on merit. My reasons for several of the above proposals have already been given, and I shall only remark on one or two points. I think it is highly desirable to reserve to Government the right of nomination, as such a course would render it possible to secure some guarantee for general respectability of character and position, investigation into which

might be made by a body of gentlemen specially appointed for the purpose. Moreover, it would at the same time provide a solution of the difficult question of finding a guarantee that all classes of the community—Eurasian, Mahomedan, Native Christians and the different castes of Hindus—were fairly represented at the competitive examination. It would, I think, be most unfair to deliberately set apart certain appointments for this or that class in the case of a service where the highest moral and intellectual qualities are required. I propose that the nominees should, immediately after nomination, be subjected to a careful medical examination, for it would be cruel to allow them to pass the other tests, only to be thrown out on account of physical unfitness.

8. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—In reply to this question I would only remark that the training which successful competitors would have to undergo must in many respects differ from that given to candidates who pass in London. In view of the much greater facility that the Native must possess in the acquirement of a knowledge of the vernaculars, a *one* and not a *two* years' course of special training would perhaps be sufficient. As far as this Presidency is concerned this special training should, I think, be given in this country for fear of wounding religious susceptibilities. A training or a residence in Europe is undoubtedly a great desideratum, and a powerful stimulus to this end might, indeed, be applied without the odium attaching to a ruling which would make residence in Europe obligatory—a ruling, too, which would, I believe, deter some of the very best talent in the country from competing—if some such arrangements were adopted as those suggested by me in my answer to Question 5 of the first set of issues relating to the Statutory Civil Service.

III.—Uncovenanted Service.

9. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—I should be strongly against any general ruling that the Uncovenanted Service should be recruited only from the Natives of India on the ground that it would be a violation of the *Jus Britannicum* of every British subject, that it seems calculated to call into existence and establish a conviction that India forms no integral part of the British Empire, and that the multifarious interests of this Empire are not only various in kind, but necessarily antagonistic. Moreover, such a rule does not seem to be called for. In view of the many rules limiting the appointments to be held by Europeans in the various Uncovenanted Services, and of the special local knowledge, and more particularly of a knowledge of the vernaculars, that must be required in the case of a large majority of appointments, there can be no doubt that such appointments will almost entirely fall to competent Natives of India.

10. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices, or classes of offices, or should the system be varied with the class of offices?—The system of recruitment must necessarily vary with the class of offices. In the special departments of Education and Police it is, perhaps, not possible to regulate admissions by the application of the principle of competition, and appointments should be left in the hands of Government, the growing influence of public opinion being trusted to operate as a sufficient safeguard against jobbery. Again, in the event of the establishment of a separate judiciary, it would, I believe, give general satisfaction if the selection of men for the appointments of District Munsiffs and Sub-Judges were left to the High Court, which by its very nature and the publicity of all its proceedings is a body above all suspicion. In the case of the Financial, Forest, Postal, Revenue, Salt, and Telegraph Departments, the application of the principle of special competitive examinations for regulating admissions would, I believe, if feasible, meet with general approbation.

11. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—Much that has been said in my reply to question No. 1, *mutatis mutandis*, applies to this question also. Over and above the special conditions of examinations to regulate admissions to the various departments there should, in my opinion, be no restriction that those appointments should be reserved for residents within the territorial limits of each administration.

IV.—Pay and Furlough Rules.

12. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—No distinction should, I think, be made in salaries, according as posts are held by Euro-

peans or Natives of India, in the case of all posts carrying salaries below a certain standard; but that, when salaries rise above this standard, all sums in excess of this standard might in the case of Natives of India be reduced according to a fixed ratio, *e.g.*, let us for the sake of illustration suppose this ratio to be 1 : 2, and Rs. 1,000 the standard, up to which all salaries should be equal. Then in the case of posts held by Europeans carrying with them salaries of Rs. 1,500, or Rs. 2,000, the salaries drawn by Natives of India would be Rs. 1,250 and Rs. 1,500 respectively. The following is, I think, a fair summary of the arguments *for* and *against* differential rates in favor of Europeans: (1) European agency in this country, being for various reasons indispensable, the country, as an employer of labor, must of necessity pay higher rates for imported labor; (2) that certain peculiar and important elements enter into the calculation of the cost of this labor, *viz.*, the risk to life and health by residence in an uncongenial climate and the heavy home charges, with consequent loss by exchange involved in the maintenance of an establishment in Europe and the education of children; (3) that, in addition to the special elements already referred to, it should be remembered that the standard of living among European residents in India is altogether on a much more expensive scale than that obtaining with the majority of the educated classes in the country. On the other hand it is held that, if one man is as efficient as another, he should command as high a price for his labor, whatever his color, caste or creed; that the existence of differential rates for any given post in favor of the European would result in the pointing of the moral that the European should be replaced everywhere by the Native; that, looking at the question from the point of view of the conditions of good administration, if high salaries are given, as a safeguard against dishonesty, a lower rate of remuneration to the Native of India might imply that he possessed a higher standard of integrity than the European; that, in view of the fact that, in the eyes of the people of this country, the respectability of a man's position in society varies directly with the amount of salary he receives, to give a lower salary to a Native holding some appointment of the same rank as that held by a European would have the effect of still further accentuating, in favor of the latter, the difference in prestige that already exists in consequence of the high respect his nationality must ever command. In the face of a discussion, in which the factor of sentiment plays so large a part, it might be difficult to come to a satisfactory decision on the question, and the solution of the difficulty should, I think, partake of the nature of a compromise, similar in kind to the one I have suggested. Special considerations have led me to urge this. On the one hand, as one of the main arguments employed by the Native press in favor of replacing Europeans with Native labor is the relief to the finances of the country that such a course would entail owing to the greater cheapness of the latter, it would be but logical, other things being equal, to offer Native officials lower rates of remuneration for their services. On the other hand it seems to me hardly fair to adopt two different standards of remuneration during the earlier part of a young Civilian's service; for, in the first place, the "home charges," to which reference has been made in the case of the European Civilian, very rarely come into operation till he has married and begun to send his children to Europe; in other words, till he has been some years in the country; again, if Natives of India are to be encouraged, not only to be trained in England, but to visit England as frequently as possible, their *leave* and *allowance* rules should be as liberally framed as possible, so as to permit of this end being accomplished. Lastly, recent years have witnessed a very great change in the habits of life of prosperous and educated Native gentlemen, who have been largely influenced by English ideas and modes of life in their domestic arrangements. While such a change in their modes of life (for which indeed they cannot be condemned) has greatly increased their cost of living, they have not, at the same time, been able to shake themselves free of one of the most expensive items incidental to Native society—the necessity of supporting an extensive family of unproductive consumers.

No. III.

M. R. Ry. T. Pattabhiram Pillai Avargal, Hazur Sheristadar, Trichinopoly.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *T. Pattabhiram Pillai Avargal.*

I entered Government service in August, 1851, when I was eighteen years old, as a post office clerk on Rs. 10; was afterwards promoted to Rs. 15 in the same department; and I then entered the Educational Department as a teacher in the Zillah School at Cuddalore on Rs. 30, which was raised shortly to Rs. 40. I was then appointed as English record-keeper in the Trichinopoly Collector's Office on Rs. 40 in 1860, and, after some promotion, was made Translator in 1862. While I held the Translator's appointment I conducted the criminal prosecutions, as a Public Prosecutor in the Sessions Court, for twenty months. In 1865, February, I was appointed Tahsildar of Musiri on Rs. 200. I was promoted to the tahsildari of Trichinopoly in July, 1862, on Rs. 225, which was raised to Rs. 250 in October of the same year. I held the office of Tahsildar for seven years. I was appointed Temporary Deputy Collector in 1871, and then Hazur Sheristadar in May, 1872. I held the Deputy Collector's appointment on and off for more than five years. During the rest of the period between 1872 and now I have been Hazur Sheristadar of this district.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to post reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation? Are the defects of the existing system (if any) susceptible of remedy?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service has caused dissatisfaction among the members of the higher rank of Uncovenanted Service and among the graduates. The dissatisfaction is confined to these two sections only of the Native community. I have not heard the other sections of the community expressing any opinion on the subject, favorable or unfavorable. They are, in fact, indifferent about it. The grounds of disapprobation among the graduates and the members of the Uncovenanted Service are—

(1) That the choices already made are not happy, and have not secured the best Native talent available.

(2) That the Statutory Civil Servants are thrust over the heads of many officers of proved merit and ability in the Uncovenanted Service.

It is, no doubt, true that "those who pass highest in the examinations are likely to make the most useful public servants. A man taken from the head of a register is far more likely to be a valuable public servant than one taken from the foot, and therefore the examinations do test superior capacity for the public service."

But, if the object of Government be to secure a fair representation of the different sections of the Native community in the public service, there should only be a moderate literary test in view to encourage young men of noble birth and high social status to enter the Statutory Civil Service. The best talent and superior intellectual powers may perhaps be found compromised by low birth and want of social status, and by weak body and want of self-reliance. And, similarly, there may be young men who, although their educational attainments may not be so very high as to place them at the top of the list in a competitive examination, may still have in their favor a good physique, firmness of character, noble birth and high social status. I should prefer the latter to the former class. I would not, however, confine the selection to this class alone. As the Statutory Civil Service is almost on a par with the Covenanted Civil Service, and as it is desirable that every important section of the Native community should be allowed a fair share in the service, I would reserve 30 per cent. of the selections to Native young men of high blood and sound physique, provided they have graduated themselves in any of the Indian Universities in the second class. To East Indians of respectable families, and of high social status, with similar educational and physical tests, I would give 5 per cent., or more or less, according to the proportion which the population of that section bears to the rest of the Native community. Thirty per cent. I would give to the highest intellectual capacity in a competitive examination opened to all. The other 35 per cent. I would draw from among the higher ranks of the Uncovenanted Civil Service by promoting men of proved merit and ability. The last proposal would involve, in some instances, additional expenditure, as those Uncovenanted officers who are drawing higher salaries than what the beginners in the Statutory Civil Service are entitled to will have to be put in the higher posts of the service (Statutory Civil Service) to which they are promoted. But this additional expenditure, I humbly believe, will be fully compensated by the healthy tone which such an arrangement would impart

to the administration of the country, and in the long run may even be economical. The limit of age for the first two classes I would fix at 25. The selection should be from within the province in which they are to serve. The above modifications in the Statutory Civil Service rules, with such improvements as experience may suggest later on, would, in my humble opinion, go a long way, not only to remove the present discontent among the graduates and Uncovenanted Civil Servants, but also to satisfy all the other sections of the Native community. I most strongly recommend the continuance of the Statutory Civil Service. I thought out the matter, and I am satisfied that the service is one that is best suited for utilising the high Native talent in the administration of the country at a moderate cost. The abolition of the Statutory Civil Service at this stage, and before it has had a fair trial, and because the young graduates and the Uncovenanted officers speak discontentedly of the selections, is most undesirable. If it be abolished the very graduates and the Uncovenanted officers whose discontent would have been the real cause for the withdrawal of this great boon and special favor to Natives would, I am sure, be the first to repent the result of their action. The doing away with the Statutory Civil Service would simply serve to shut out the Natives from the ranks of the Covenanted Civil Service altogether for many, many years to come. The Statutory Civil Service is, as I said before, the best institution for admitting the Natives to a share in the higher sphere of administration. The system, in my humble opinion, promises great success. The more I think of it the more I am convinced that it is the greatest boon that can ever be conferred by a most enlightened, humane and generous Government upon its subjects. If the system be improved so as to satisfy all classes of the Native community, I should not care whether or not the Covenanted Civil Service is thrown open to the Natives. The concession of throwing the latter service open to the Natives of this vast Empire produced during a period of 54 years (1833 to 1886) but a single Native Civilian for this province, and that Native Civilian was so much metamorphosed by his residence in England that neither the Natives recognised him as one of their own race nor he them. The Statutory Civil Service came into existence only seven years ago; and yet we have already on the list as many as six young gentlemen. What a boon to the country!

The provisions of Statute 33 Victoria, Section 6, I would leave untouched. It is the rules that require amendments as suggested in the preceding paragraphs. The Statutory Civilians proceeding to England should not be made obligatory for at least 30 years to come, *i.e.*, until the arrival of the time for the young generation to rise superior to caste restraints and prejudices. But they should be encouraged to proceed to England by improving their furlough rules. A Rajkumar College at the Presidency town, with accommodations and boarding conveniences, under the eye and superintendence of Englishmen of high character, will, I think, be a good idea, provided it could be made self-supporting.

II.—Covenanted Civil Service.

2. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and if any what, change be made in that system?—In answer to the first issue under this head I have only to point out that, although the admission of Natives of India into the Covenanted Civil Service has been talked of in the Councils of Leadenhall Street and Canon Row and in Parliament ever since the passing of the Statute of 1833, we had but one solitary Native Civilian in this Presidency, and even that gentleman died in about six years. This fact has proved beyond all doubt that, under the existing rules, the Natives are debarred from competing for the service. The heavy expense, risk of failure, loss of caste, and above all young men falling into bad company and going wrong, stare the Indian parents in the face; and I am afraid that, unless the rules are amended, the Natives of India will ever remain shut out of the Civil Service as hitherto. If Parliament and the India Government are really in earnest to throw the service open to the Natives of India also, I would suggest the following amendments:—

(1) To remove the age restriction by raising the age of admission from 19 to 23.

(2) To hold one examination both in England and in every one of the provinces of India.

The only objection to the first of these proposals is that the English candidates who fail will lose the chance of learning other professions and entering those lines. I would meet this objection by retaining the present age restriction so far as the English candidates are concerned.

As regards the second proposal there may be the objection that, although the written examination may be the same both in England and in India, the *vivâ voce* examination, by which the mental capacity of the candidates can be more correctly measured than by the written examination, cannot be the same, and that, therefore, the

advocacy of the same identical competitive examination in both the countries stands self-condemned. But I think the objection may be overcome, and the self-same examination for all candidates may still be arranged for. Those Indian candidates who have been declared to have passed the written examination satisfactorily, and who have obtained that rank in the list of successful candidates which entitles them for selection, may be telegraphed to present themselves to undergo the *vivâ voce* examination in *England*. They can be ready in England for examination in about a month's time after the result of the written examination is known. If they are successful in the *vivâ voce* examination also, they should be made to study the system of English administration in its birthplace for two years, with necessary allowance, and then be appointed to the provinces to which they respectively belong. The administration of the province will then have the advantage of having in the Civil Service trusty men who are thoroughly conversant with the customs, habits, prejudices and the idiosyncracies of the people of the province, and who are well able to keep the Government informed of the correct state of things.

What I say is this. As the experience of the past 54 years have already shown, that the present restrictions of age and competition in England have virtually closed the service against the Natives of India, it is but just and fair that some such concession as I have suggested above should be made in view to give a fair trial to the Native talent and to admit Natives into the Covenanted Civil Service.

I would also add to these a fair physical test. Riding, swimming, shooting and fencing should form the curriculum of the physical test. The Statutory Civil Service also should have this physical test. These qualifications are, in my opinion, very necessary for Native candidates, who are most backward in physical exercise, to guarantee in them a full feeling of self-respect and self-reliance and to promote firmness and decision in young men.

All the candidates should be made to compete with each other, both in the written and *vivâ voce* examinations; and no favor need be shown to any particular section of candidates.

Each system has its own advantages and disadvantages. The Haileybury College furnished India, during the days of the Court of Directors and Board of Control, a highly respectable set of Civilians of high family character, whose sympathy for the Natives, whom they came to govern, cannot be overrated. They were very kind and generous towards them and remembered old families and friends of their fathers, brothers and uncles, and befriended them by occasional kindnesses, and were always anxious to promote the welfare of their subjects, and leave some permanent mark in the country of their sympathy and kindness to the people, over whom they held sway. The kindness of Sir Walter Elliot, of the Hon'ble Sir Henry Montgomery, the Hon'ble Edward Maltby, Mr. C. P. Brown, &c., are still remembered and talked of by the people with affection. But that system had the disadvantage of a closed corporation, as the Civil Service was then monopolised by a section of the aristocracy of the country and the relations of the Court of Directors and Board of Control. The present system of throwing open the service to all classes of British subjects, while it has the advantage of securing young men of very superior intellectual powers, it has the disadvantage of sometimes bringing into the service men with no family character and nothing to guarantee a sympathetic heart.

I would modify the rules so as to secure 50 per cent. from the best English families.

III.—Uncovenanted Service.

3. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty? Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices? Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—The Uncovenanted Service should, in my humble opinion, be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6. The administration cannot improve by throwing it open to Europeans. Their living is expensive. They move in high circles and contract high and expensive living. They can hardly live within the low pay attached to the service. There is besides the danger of the service being monopolised by the relatives of the military, civil and ecclesiastical European officers.

The recruitment should be both by nomination and competition combined, as is the case at present in this Presidency. Under the present system candidates for the Uncovenanted Service must have passed certain tests and in certain branches. They have

to commence from low-paid appointments, and they are rewarded according to their usefulness, merit and ability by promotion from subordinate and ministerial posts to superior and independent offices. This system has been working very well for the past 25 years. I have seen the time when the Tahsildars, Huzur and Sub-division Sheristadars and Court Sheristadars and even District Munsiffs had no examinations to pass. Their salaries in those times did not exceed Rs. 100, the only highest paid officials being the Head and Naib Sheristadars in the Revenue Department and Saddur Amins and Principal Saddur Amins in the Judicial Department. The introduction of the examination rules, the creation of the offices of Deputy Collectors, the revision of salaries, both in the Revenue and Judicial Departments, the raising of the powers of both the Tahsildars and Munsiffs, and the promotion of Natives of proved merit and ability to the highly-salaried appointments, which were hitherto reserved for Europeans, have given the Uncovenanted Service such a healthy tone and character as were never before known. The old corrupt Tahsildars and Munsiffs have nearly died out, and the new officers are vieing with each other to do full justice to the duties entrusted to, and to the confidence reposed in, them by Government.

I would divide the Uncovenanted Service into two branches, subordinate and superior. The subordinate branch should include in it all subordinate and ministerial posts, yielding salaries not exceeding Rs. 70, all other posts yielding more than Rs. 70 being ranked as the superior branch. Such a division would enable the district authorities, both Revenue and Judicial, to fill the superior branch of the service in all possible cases with a superior class of graduates. Qualified candidates in the district should, I think, be preferred to those of other districts or aliens.

4. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If ever the Statutory Service be abolished the proportion of offices assigned to that service should be allotted to the Uncovenanted Service.

IV.—Pay and Furlough Rules.

5. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated?—The present system of paying two-thirds of the salary attached to a Covenanted Civil Service post when it is occupied by a Native (either of the Statutory Civil Service or of the Uncovenanted Service) is, I consider, very fair to Natives, and it may remain unchanged.

I have not studied the furlough rules, and am, therefore, unable to express any opinion on the subject.

No. IV.

M. R. Ry. C. Kalyanasundram Chettiar, Deputy Collector, South Arcot.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *C. Kalyanasundram Chettiar.*

I first entered the Madras Revenue Board's Office as an Accountant on Rs. 35, and rose to the Head Accountant's post on Rs. 250 in the same Office. Here my service amounted to 17½ years.

2. In consideration of the special service rendered in connection with the Census of 1871 I was promoted to the last grade (Rs. 250) of Deputy Collectors in 1877, though I was not qualified for the post by reason of my not having passed the necessary tests. Again, I was an Assistant to the Superintendent for about three years in connection with the Census of 1881. I am now a fourth class Deputy Collector (Rs. 400). My total service is now a little more than 27 years. Having had to deal with figures alone throughout my official career, I cannot claim any experience in the administrative branch of Government service. However, having been called upon to answer the issues proposed by the Civil Service Commission, I will briefly state here what are my humble views on the several points.

I.—Statutory Civil Service.

3. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—As regards the Statutory Civil Service I believe that it has not given general satisfaction. For this service nominations at present are made from the class of persons fresh from their college studies, or from the members of the Uncovenanted Civil Service, said to be of approved service and ability.

In the former case the general feeling is that the choice happens to be made without any definite test for capacity and character for responsible public duties. Young men, with very little experience of life and with a very limited range of observation, are, at a moment's notice, called upon to shuffle off their usual surroundings and become rulers of men. Thus sequestered, and exalted, the unformed and unbalanced mind leads very often to its natural consequences. The disposition to display an air of superiority is resented and repelled by the less favored, but not less educated, members of the community. All mutual regard is lost; instead of sympathy and co-operation coldness and opposition set in, and the very object aimed at by Government, to link the people to the officers of Government* by creating members of the Indian community as Statutory Civilians, is defeated and retarded.

Should, however, this class of men have secured any special qualification as by a training in England, there would not then be that alienation or any alienation whatever that is now believed to exist. There are, of course, honorable exceptions, but that they should exist only by way of exception in a class of recent origin and limited strength is much to be regretted.

Coming to the Uncovenanted servants advanced to the Statutory Service, much depends upon how the choice is made. Except the vague formula "of approved merit and ability" there has been nothing definitely set down for guidance.

Whenever it is a matter of choice full scope exists for personal predilections, and the Statutory Civil Service has this evil inseparable from it in any case.

In this case the range of selection may be definitely set down, and the evils of having to make a choice minimised by a sort of competitive examination on matters of practical administration, the prize being awarded to the best in the lot.

My conclusion, therefore, is that University men as such, not having had any appointment in the Uncovenanted Service, ought to enter the Civil Service only by the open doors of competition; and that Uncovenanted members, whether graduates or otherwise, belonging to the class (to be defined by the authorities) be advanced to the service by a public competitive test appropriate to them. These may be encouraged, but not required, to proceed to England for training.

II.—Covenanted Civil Service.

4. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and if any what, change be made in that system?—The preliminary residence in England before appearing for the preliminary examination is viewed with much dissatisfaction. This examination should be held in England and India simultaneously. The examination in India should be held in one centre, which should be a shifting centre from year to year. In all other respects the examination should be of the same standard. The limit of age should be modified so as to make the maximum 23 years. The candidates being thus made to compete with one another

should be selected in order of merit. The successful candidates should be required, as a condition obligatory, to proceed to England to complete their training.

5. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—This presidency had, till now, only two Native Covenanted Civilians. One of them was the late Mr. P. Ruthinavelu Chetty. He was of my caste, and I have known him well enough. He was no doubt one of our best men in character. His abilities were great, but I cannot say they were of the order possessed by Professor P. Ranganada Mudelliar, whose pupil the former had the honor to be.

I thus mean to say that, as regards character, the young Natives obtained under the Statutory system are amongst the best of our men; but as regards capacity, though they possess qualifications of a high order, it is not easy to say that they are the most capable of our men. This is owing to the present system requiring in the competitor, not simply physical, moral, and intellectual qualifications, but also demanding means (not available to many) to put them to the best advantage by a journey to, and residence in, England for some considerable period.

III.—Uncovenanted Civil Service.

6. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—The Uncovenanted Civil Service may be recruited from all natural-born subjects of Her Majesty. This should only be by competition among persons resident within the district, or the administration, according as the authority appointing is the district or presidential authority. Even in this service there should be nothing in the way of concession.

IV.—Pay and Furlough Rules.

7. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated?—Posts reserved for Covenanted Civilians, of whatever nationality, should carry the same emoluments, but, if they are held by Uncovenanted Civil Servants, there might be 25 per cent. of the emoluments less.

8. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground?—There might not be any distinction in the furlough rules in view to encourage visits to England.

9. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?

No. V.

M. R. Ry. T. Raja Ram Rao Avargal, Deputy Collector and Manager, Ramnad Estate.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *T. Raja Ram Rao Avargal.*

I am a public servant of 27 years' standing. In the higher appointments I have served for 15 years as Sheristadar to the Special Assistant Collector in charge of the Ramnad Estate; as Tahsildar; as Huzur Sheristadar; as Acting Deputy Collector on general duties; as Temporary Deputy Collector in charge of the Assistant and Head Assistant Collectors' divisions. I am now permanent Deputy Collector, fifth class, doing duty as Manager of the Ramnad Zemindari, under the management of the Court of Wards, being appointed to the post in September, 1880, when the Court of Wards introduced Native, in lieu of European, agency. Ramnad is the largest estate under wardship, containing an area of 2,351 square miles with a revenue of about 12 lakhs, and it was managed, till September, 1880, by an European officer of a Sub-Collector's standing for about nine years. The results of the Native management have been good, and have been specially acknowledged on several occasions by the Collector, Board and Government; and the estate is much benefited and improved by the management.

I beg to give below my replies to the issues framed by the Public Service Commission.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The Statutory Civil Service is not looked upon with favor on all sides. It is considered to be an inferior service, intermediatory between the Uncovenanted and the Covenanted Civil Service. The nomination system adopted is also objectionable, as it leads to the appointment of men not entirely on the grounds of merit or ability. The Uncovenanted Service men are dissatisfied, because the selection is not generally made from them, and they do not look upon the Statutory Civil Service men as their superiors in ability or experience, and, therefore, view them with jealousy. The educated classes of the public do not view it as a proper concession to their legitimate aspirations, as it is inferior in all respects to the Covenanted Civil Service. The Covenanted Civil Service men naturally look upon the Statutory men as their inferiors in position and everything, and do not accord to them a treatment of equality. The Statutory Civilians themselves find their position rather anomalous, for, while they are looked upon with feelings of jealousy by the Uncovenanted Service men, they are not admitted to a position of equality with the Covenanted Service men, who do not mix with them on terms of equality. The general public also treat the Statutory Service as one not equal to the Covenanted Service, for it is in reality inferior to the latter in pay, pension and social position. The Statutory Civil Service, therefore, as it is at present recruited, is not viewed with favor on all sides, and I would, therefore, recommend its abolition. If, however, it is to be retained, the mode of recruitment should be greatly modified. Educational qualifications should be a *sine quâ non*. The system of appointment should be by nomination and competition combined. Persons should be nominated from superior men of the Uncovenanted Service, of persons in the practice of independent professions, and of young men of good educational attainments, belonging to great families of tried loyalty; and among the men thus selected competitive examinations should be instituted, and appointments made, according to the results of the competition. The age of the men selected for this competition should not exceed 25, for it is necessary that they should be men able to cope physically, as well as intellectually, with the members of the Covenanted Civil Service. Physical fitness also should be included among the tests for this competition. In this connection I would also observe that such of the Indian youths who compete for the Covenanted Civil Service in England, and fail, should also be eligible for the competitive examination to be held for the Statutory Civil Service. It should not be obligatory on the selected candidates to go to England; but, in their own interests, it will be advantageous if they go. In this view they should be encouraged to go by the payment of passage money and scholarships.

II.—Covenanted Civil Service.

2. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and if any what, change be made in that system?

—On account of the lowness of the age at which candidates are required to present themselves for examination, and the consequent result of Civilians, generally without academic honors, being sent out at an immature age to govern India, some dissatisfaction is felt with the present system of recruitment for the Covenanted Civil Service. The rules, as they stand at present, operate almost to exclude the Natives of India from this branch of the service. The age should necessarily be raised to 21, and this will minimise the chances of immature Civilians being sent out.

3. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—Owing to the low age required, and the fact of the competition being held in English soil, the Natives of India are certainly placed at a great disadvantage. Caste prejudice stands in the way of many in going to, and sojourning in, England. In the case of others want of means to fit out their sons for a long and costly trip and maintain them in England acts as a great impediment, and excludes from the service youths who are otherwise well qualified.

4. By what changes may those disadvantages be minimised or removed?—In my opinion the following changes should be made in order that the disadvantages under which the Natives of India labor may be removed: There should be a simultaneous examination both in England and in India, and the age of the candidates should be raised to 21, as the present age is too low. Further, Sanskrit and Arabic should have assigned to them the same number of marks as the European classic languages of Greek and Latin. Further, such of the Indian candidates as have no caste prejudice to journeying to Europe and desire to go, but who suffer for want of means, should be paid their passage money, and scholarships to maintain them, while in England. Also, taking into account the present state of society, the educational qualifications of the intending candidates should be raised by prescribing the B.A. degree as the test needed to enable one to apply for the Civil Service examinations.

5. If an examination is held in India (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—The examination held in India should be identical with that held in England. It should be held in one centre only for the whole of India. The Indian, as well as the English, candidates should compete with each other, and a general list made of the successful candidates according to order of merit. There should be no apportionment of appointments among the successful candidates according as they passed in England or India; but the appointments should be given to the candidates in the order of merit. The Government may, if they like, for political reasons, reserve certain high directive posts for the exclusive use of European Civilians. The successful candidates should be apportioned among the several Presidencies or Administrations, but there should be no apportionment according to sect or caste.

6. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—It should not be obligatory on the successful candidate to go to England to complete his training, but he should be encouraged to go if there are no caste or other impediments in the way.

7. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—There is no room to say that the young Natives who now go to England and succeed in the open competition there are the best as regards character and capacity who could be obtained under any system, inasmuch as many Indian youths, who are otherwise qualified, are precluded from going to, and competing in, England owing to caste and other impediments.

III.—Uncovenanted Service.

8. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—The Uncovenanted Service should be recruited only from the Natives of India as defined in the Statute. Europeans should be excluded.

9. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should be by both nomination and competition combined. Deputy Collectors should be appointed partly from lower grades, such as Tahsildars, &c., and partly by competition among selected candidates who may have, in addition to high

educational attainments, large revenue experience. Tahsildars should be selected partly from the lower grades of service, such as Deputy Tahsildars, &c., and partly from a similar system of competition, as in the case of Deputy Collectors. As regards District Munsiffs, they should be recruited from the Bar, as well as from the ministerial officers of Civil Courts, such as Sheristadars, &c. Sub-Judges should, in my opinion, be mainly recruited from the body of Munsiffs and occasionally from the High Court Bar. It will be seen from the above mode of recruitment that the system should be varied with the classes of offices.

10. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—As the languages, social customs, land tenures, &c., vary in the different Presidencies and Administrations which constitute India, I am of opinion that the recruitment should be only from the residents in the territories under such administrations. A Bombay man, for instance, cannot be of as much use in a district in this Presidency as he would be in his own, as he will here labor under many disadvantages.

11. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Statutory Service is abolished, the offices assigned to that service should be distributed equally between the Covenanted Civil Service and the Uncovenanted Service if it is decided to hold the Covenanted Service examination in India also. But if the decision is to retain only the examination now held in England, I am of opinion that the offices belonging to the Statutory Civil Service should be wholly allotted to the Uncovenanted Service, inasmuch as the Statutory Civil Service was intended solely for the Natives of India.

IV.—Pay and Furlough Rules.

12. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—Though, as a matter of principle, an appointment should carry its own salary, irrespective of the caste or other circumstances of the holder of the same, still, taking into consideration the costly mode of living, home remittances, &c., and the fact of his having to work in a foreign climate and country, the Englishman should, I think, draw more pay than a Native for doing the same work. I would, therefore, propose that a Native holding an office should get two-thirds of the pay of that office if held by an Englishman. One main reason why Natives should be content with less pay is, that the Natives seek increased share in the administration of the country for the purpose of, among other things, displacing largely the costly European agency and thereby lessening the cost of administration, and they should therefore be content, I think, to draw less pay than their European brethren.

13. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground?—I do not think that any distinction should be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer. As I have already observed these two services are intended mainly for the Natives of India, and any European taking service under these branches ought to be treated only like a Native of India. He should not contribute to increase the cost of administration by claiming more favorable furlough rules on the score of his nationality and the necessity of his having to run home often to recruit his health.

I have already expressed the opinion that the Statutory Civil Service should be abolished. I would only observe that, if the Statutory Civil Service is to be retained, Native Civilians need not enjoy the same amount of furlough as an English Civilian.

No. VI.

G. MADDOX, ESQ., PROFESSOR, DOVETON COLLEGE, MADRAS.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—No, not quite.

2. If it is not, what are the grounds of disapprobation?—*Firstly:* The men hitherto selected have not been chosen for "approved merit and ability" in any service. They were, as far as I know, selected because they were scions of some ancient Mahomedan or Hindu family. The general impression was (and is) that these appointments were to be conferred on deserving men of the Uncovenanted Civil Service, but not a single man of this service has been appointed, although many possess the desired qualifications. *Secondly:* Men appointed to the Statutory Civil Service do not stand on the same platform as members of the Civil Service. The Statutory Civilian is, in a manner, looked down upon. His "merit and ability" are valued at 20 per cent. less than the "merit and ability" of the Civil Servant. If the ranks of this latter service are thrown open at all to others, let them be thrown open without reserve; and on the other hand, if the Statutory Civil Servant finds himself unequal to the responsibilities of his position, he should quit the platform.

3. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—Yes, by an amendment of the rules, so as to remove the above-mentioned grounds of disapproval.

4. If the provisions of the Statute 33 Vic., Section 6, are not repealed, nor substantially amended, so as to take away the power conferred on the local administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—No; I would exclude all who are not "Natives of India." By this term I mean all those coming under Statute 33 Vic., Section 6, as well as Natives of Native States. If the European element is admitted the policy and intention of Her Majesty's Government would be totally altered, and the claims of Natives minimised, if not altogether annihilated. I am forced to make this latter remark from my knowledge of frequent violations of explicit orders on the subject.

5. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—No, candidates should *not* be required to proceed to England. I do not consider it fair to insist on it. There is ample scope in India itself to train candidates so as to fit them for the offices to which they may be appointed.

II.—Covenanted Civil Service.

6. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, because, as far as can be seen, this service seems specially intended for the European from the facilities afforded him to qualify for the service.

7. Should any, and if any what, change be made in that system?—Any change that would give both European and Native of India the same chance, *i.e.*, afford equal facilities to qualify for the service.

8. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—Many disadvantages: (*a*) Expenses of trip to, and residence in, England; (*b*) caste prejudices; (*c*) limit of age required by the Civil Service; (*d*) the extreme youth of the candidates—a source of intense anxiety to parents.

9. By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—(*a*) Unnecessary if the examination for admission into the service is held in India [see (*d*)]. (*b*) Yes, even if the examination is held in India. (*c*) "No," to the first part. "Yes," as regards the marks for Arabic, Persian and Sanskrit, which should be the same as the maxima of marks assigned to Latin and Greek. (*d*) Certainly.

10. If an examination is held in India (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—

G. Maddox, Esq.

(1) Yes. (2) (*a*) At the Presidency towns (for convenience); (*b*) in order of merit, which appears to me the fairest method of selection. (3) If an apportionment is decided on, then I say let it be half and half. (4) Neither; I would make apportionments general. Those who pass in Madras need not necessarily be employed in Madras. I would freely exchange between presidency and presidency. I would make the service a general one, something like the present Military Account Department.

11. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—Certainly not. If the examination is of equal difficulty where is the necessity?

12. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I do not think so. Natives of India who have passed into the Civil Service were not men who acquired any special distinction here as students. The accident of wealth did for them what hundreds of others would have easily achieved.

III.—Uncovenanted Service.

13. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—Without appearing to be selfish I would say that the Uncovenanted Service should be reserved for Natives of India. Thousands, nay tens of thousands, have qualified, and are yearly qualifying, for the service, and scarcely one-twentieth part* of them is provided with appointments. India is no place for those who come here to make a convenience of it. European officials fill nearly all the well-paid appointments. To throw the service open unreservedly would be to defeat the object of the Queen's Government, *i.e.*, would be to shut out the "Native of India" from appointments promised to him.

* I am open to correction.

Patronage and influence have, of late, been the cause of much discontent; and Europeans have been appointed to places—pitchforked into them, I should have said—without a shadow of a claim to them and without having at all qualified for them. And why? Simply because they had been recommended by Mr. So-and-so, or because they were related to Mr. So-and-so. Natural-born subjects of Her Majesty may be admitted into the service, *but they must begin like the others.* They should not be placed above deserving men simply because they are Europeans, or because Ramasawmy can live on less pay. A Native of India may live on Rs. 10 a month, but, if he does responsible work, he should receive proportionate pay. It should be no question, "how much he can live on?" but rather, "what does he do?" and "does he do it well?"

14. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—Sometimes by competition, sometimes by nomination. A strict adherence to either one or other system would be unfair.

(I do not understand the latter portion of the enquiry.)

15. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—Preference for residents.

16. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—Yes, the Uncovenanted Service should have the first claim. Those out of that service, and who are "Natives of India," need not, however, be altogether overlooked.

IV.—Pay and Furlough Rules.

17. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—No; all labor equally, and should be equally paid.

18. If such distinction should be made, on what principle should it be regulated?—The distinction should not be made.

19. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground?—Considering that members of the Statutory and Uncovenanted branches are "Natives of India"—No. If, however, Europeans are admitted, special indulgences should be extended to them as a matter of necessity.

20. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office, belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—Yes, except, perhaps, as regards the retiring annuity, which may be allowed after a longer period of service.

No. VII.

M. R. Ry. K. Krishnaswami Rao, Chief Justice, High Court, Travancore.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The existing system of appointing young Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service is not approved; and it may, with advantage, be abolished. The absence of fixed principles regulating the nomination and the selection of young men who have to prove their efficiency and character are the chief causes of unpopularity. The selection of Uncovenanted officers of proved ability and merit would have been popular, especially as the rules and Statute do not seem to bar absolutely such selection. The best mode of recruiting the Statutory Civil Service is, in my opinion, the appointment of Uncovenanted officers of proved ability and merit to higher ranks of the Covenanted Service. I would make the service as Tahsildar, Deputy Collector, Munsiff, Sub-Judge, Small Cause Court Judge, Uncovenanted Assistant in Central Offices, Sheristadar under the Collector or District Judge, as service qualifying for offices reserved for the Covenanted Service. These officers exercise powers and discharge duties similar to those which the Covenanted Assistants and Head Assistants do. I, therefore, see no necessity for the appointment of Natives to the lower ranks of the Covenanted Service. I would allot to the Uncovenanted Service one-third of the appointments appertaining to the Covenanted Service above the grade of Head Assistant Collector, and promote to them Deputy Collectors, Subordinate or Small Cause Court Judges, &c. As a certain proportion of Covenanted appointments is to be reserved for Natives, the promotion of Native officers to such appointments can work no hardship to the members of the Covenanted Service. The local Governments should have the power of making appointments, subject to the sanction of the Government of India. As a rule Deputy Collectors and Sub-Judges must be taken to be officers of proved merit and ability. When a junior officer of this grade is selected for promotion in preference to one senior in service, it shall be the duty of the local Government to explain to the Government of India the grounds of the supersession. Training in England is not, in my opinion, necessary.

II.—Covenanted Civil Service.

2. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and if any what, change be made in that system?—The chief complaint against the Covenanted Service is, that any of its members is held competent for any office, irrespective of previous training and experience. As a rule members of the Covenanted Service are trained up in Revenue and Magisterial business, and have no means of learning the work of other departments. As District and Session Judges most of them cut a very poor figure. It is necessary that either the judicial appointments should be conferred upon lawyers of standing and Uncovenanted officers in the Judicial Department or a scheme should be devised to give to the Civilians the necessary training.

3. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service? By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The present low limit of age at which one should appear for the competitive examination, and the holding of the examination in London, are great obstacles in the way of Natives who wish to compete for employment in the Civil Service. If Uncovenanted officers are not to be promoted to the Civil Service, and competition is to be the only entrance into the Civil Service I would recommend, that the limit of age be altered by raising it to 24 years; and that both the preliminary and final examinations be held simultaneously in England and in India, and that Sanskrit and Arabic be included among the classics, assigning to them the same place as to Greek and Latin. I do not approve of the proposal made by some gentlemen that the final examination should be held in England. The proposal, if sanctioned, would virtually block the passage of a large section of intelligent and loyal subjects of Her Majesty to the Civil Service. The higher classes of

Hindus cannot go to England without risking the loss of their caste and their influence and social rank. The policy of closing the highest branch of the service to the higher classes of Hindus cannot be too strongly condemned.

4. If an examination is held in India (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—The examinations, if held in India, should be identical with those held in England. Bombay, Madras and Calcutta should be centres of examination. I think the time has not arrived for throwing open the Civil Service to Indian and English candidates alike. A majority of the Covenanted Civil Servants should continue, for a long time to come, to be Europeans. Indian interests will be best consulted if one-third of the Covenanted appointments are reserved to the Indian candidates. Of the one-third one-fourth may be allotted to Madras, one-fourth to Bombay, and the remainder to the rest of India. Apportionment, with reference to religious sects, is not desirable. It will hamper the action of the Government in making the best appointments. The local administration may be trusted to hold the scales, even among all classes.

5. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training? Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I would not require candidates to go to England to complete their training. Young Natives who have entered the Civil Service by competition have not proved to be better, as regards character and capacity, than those who could have been selected from the Uncovenanted Service. Long residence in England breeds a sort of contempt for Indian life, usages and manners. In practice Native Civil Servants have evinced less sympathy with their countrymen than European Civilians.

III.—Uncovenanted Civil Service.

6. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—I would confine the Uncovenanted Civil Service to Natives of India as defined in Statute 33 Vic., Cap. 3, Section 6, except such appointments as ought, for special reasons, to be conferred on European specialists. Two-thirds of the Covenanted appointments, and all the military appointments and the special appointments in the Uncovenanted Service, would be still open to Europeans. I fear that throwing open Uncovenanted appointments to all natural-born subjects of Her Majesty alike would, in practice, work great injustice to the Natives, and the loss which such a measure would bring about to Natives would be very poorly compensated by their admission to the Civil Service.

7. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—None should be admitted to Uncovenanted Civil Service who have not passed some University examination; nor should any one be promoted to offices requiring special knowledge without having passed such special test as may be prescribed. Out of the passed candidates the best selection may be made as hitherto. The danger and inadvisability of selection by mere competition to such responsible posts as Tahsildar, Munsiff, &c., irrespective of the candidate's character and business habits, are so patent that I need not dwell upon them at length.

8. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—The recruitment should, as a rule, be made from residents in the territories under each administration.

9. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—As I have already said I would allot one-third of the appointments in the Civil Service above the grade of Head Assistant Collector to the Uncovenanted Service, to be filled up in the manner I have stated in my replies to the issues relating to the Statutory Civil Service.

IV.—Pay and Furlough Rules.

10. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? Are the privileges in regard to pay, promotion, and retiring annuity, and the

general conditions of office, belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules? —The cheapness of indigenous talent being the sole basis for the opening of the Civil Service to Natives, I think it unreasonable to claim for Natives equal pay with European Civilians. I cannot endorse the opinion that the present scale of the salary of the Statutory Civil Service marks it as an inferior service. It is, no doubt, true that European officers do not meet their Native colleagues on terms of equality. But this is not due to the inequalities in their respective salaries, but to the difference in their manners and usages and national characteristics. Even, if the Native Civilian be allowed to draw a pay double that of the European holding a similar appointment, the present isolation and coldness of manner will continue. I fail to see any valid ground for paying Natives and Europeans alike. The Indian administration is already very costly. The Civil Service of no country is so highly paid as the Indian. One way of reducing the high salaries of the Civil Service would be the employment of competent Natives on reduced salaries. I would, therefore, pay Native Civilians 20 per cent. less than European Civilians. There should be no difference between the pensions of the Native Civilians and those of European Civilians of the same rank and position. The separation from home and residence abroad, which are the admitted reasons for allowing to Europeans higher salaries than to Natives, ought not to have any influence in fixing the scale of retiring allowances, as pensioners will be at liberty to return to their homes and avoid the inconveniences of foreign residence. Europeans should have special privileges in the matter of furlough, as they have often to go home. Native Civilians may be content with short furloughs.

No. VIII.

M. R. Ry. P. Ramachandra Row, Acting Head Assistant Collector of Kistna.

1.—Working of the existing Statutory System.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *P. Ramachandra Row.*

1. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general or is it confined to certain sections of the community?—While the masses see in the new system a gracious and generous concession on the part of their rulers in raising to an equality with them men of their own nationality, and regard this privilege with gratitude as narrowing in some measure the great gulf between the governors and governed, the educated and thinking few who are able to measure the extent of the concession and to compare and criticise are desirous of seeing the system improved and enlarged and placed on a more satisfactory basis.

2. What are the grounds upon which any such feeling is based?—The popular sentiments of satisfaction and gratitude are based both on the honor done to the nation as well as on the practical benefits resulting from the system. The people find men who understand their feelings, motives and difficulties in high positions hitherto exclusively occupied by a foreign nation, who, with the most praiseworthy intentions, can but imperfectly understand them. They find they can approach those in authority and represent their wishes and wants without the inconveniences and restraints necessarily present in an intercourse with a high European official. The following passage from an article in a recent issue of the *Nineteenth Century* explains the precise nature and extent of the inconvenience which the admission of Natives to Covenanted posts is calculated proportionately to reduce: "The exalted position of the Civil Servant and the awe he inspires are obstacles in the way of unrestrained intercourse, and the higher he rises, and the greater his experience, the greater is the awe and the wider the gulf between him and those he governs."

The feeling of dissatisfaction, which, as already stated, is confined and limited to the upper crust of the Native community, consisting of the educated and thinking classes, is based on the following grounds: (1) That the concession is so limited that but a very small proportion of Covenanted posts are conferred on Natives; (2) that differences are maintained in the rates of pay and pension which make the concession purely nominal, and, in some instances, entail pecuniary sacrifice; (3) that the principle of selection is not definitely laid down, but left to the discretion of the Government of the day.

3. What amendments do you advocate in Section 6 of the Statute?—I would reserve for Natives, by Statute, a certain proportion, say one-third or one-fourth, of the Covenanted posts, partly to be competed for by examination in India, and partly to be offered as the reward of meritorious service and proved ability or tried loyalty. I would set apart half the number of reserved appointments for open competition in India, and the other half as prizes for distinguished service, merit and loyalty. I would not leave any details to the discretion of Government, but would include rules and all in the Statute, so that all elements of uncertainty may be eliminated as far as possible.

4. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted?—Yes. The chief ground of dissatisfaction is, that no one possessing reasonable qualifications can entertain a fair hope of entering the Civil Service owing to the indefiniteness of the rules, the want of uniformity observed in the selections made, and the wide latitude allowed to the selecting authority, which are regarded as rendering these much-coveted appointments more or less of the nature of prizes in a lottery.

If a selection is made on the score of high birth and respectability, scores of individuals who feel that they possess equal claims regard it as the outcome of partiality.

If "proved merit and ability" be chosen as the test, the results are none the less unsatisfactory, for hundreds of claimants would turn up under similar titles.

I would remove these grounds of discontent by allotting the number to be won each year (1) by high birth; (2) by proved merit; (3) by loyalty; (4) by beneficial services to the country. I would invite applications from claimants under each class, would subject each class to a separate competitive examination, and would then reward the best of each.

5. Do they relate to the general conditions in regard to pay, promotion and retiring annuity under which Statutory Civilians hold their offices?—The objections are also directed to the rates of pay and pension affecting Statutory Civilians. As regards pay, it is not so much its inadequacy as the marked inequality which it creates between the two services which is objected to. As regards pension the same objection is raised, but in addition to it a much more serious ground of complaint is

urged, and one which demands earnest consideration.

An Uncovenanted officer, who is transferred to the Statutory Service from a highly-paid appointment after a service of fifteen years or so, is called upon to make a large and substantial pecuniary sacrifice, as his pensionary allowances will, under the present rules, never come up even to what they would have been if all his service had passed in the Uncovenanted branch. An amendment of the present pensionary rules is, therefore, urgently called for if transfer to the Statutory Service is really to be a *reward* of "proved merit and ability," and not a mere illusory and doubtful prize.

6. Assuming the Statutory system to be retained, what amendments would you suggest in the rules with a view to remove any reasonable objections which may be felt to them?—(1) The reservation of a larger proportion of appointments to Natives. (2) The equal allotment of the reserved appointments to (*a*) proved merit and ability, (*b*) high birth and respectability, (*c*) loyal and beneficial service to the country, and (*d*) high educational attainments. (3) The inviting annually of applications from all claimants under any of the above heads. (4) Their subsequent examination in India and selection by separate competition for each class. (5) Equality of pay and pensionary allowances. (6) A suitable rule as to the position on the list for pay and promotion of an Uncovenanted officer appointed after a previous long service. (7) A provision to ensure in bare justice that the pensionary prospects of such an officer shall not be inferior to what they would have been had he remained in the Uncovenanted branch.

7. Do Statutory Civilians regard themselves as occupying a position inferior to that of persons who enter the Covenanted Service through the competitive channel?—I am not sure that I have correctly understood the question; but, speaking for myself, I may say that I regard my position as inferior in point of pay and pensionary allowances, to that of a "Competition-Wallah," equal as regards rank and duties, and, if I may be permitted to say so, not below the average as regards efficiency.

8. Are they so regarded by the general public?—I would divide the general public into the uneducated and unreflecting masses, and the educated and critical few, and says that the former do not see any inferiority, while the latter do.

8*a*. By their *confrères* in the service, who have entered through the competitive channel?—Speaking again from my own experience and observation I am decidedly of opinion that my *confrères* of the competitive Covenanted Civil Service have given me no reason to think that they regard me as their inferior.

9. Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted officers?—They do.

10. If so, on what grounds?—Because the Uncovenanted officer is never seen in such positions as Head Assistant, Sub-Collector or Collector.

11. Do competitive Civilians, English and Native, and members of the Uncovenanted Service respectively stand on a footing of cordiality with Statutory Civilians, or is there any friction between them?—My experience has throughout been of the most cordial relations with the services named.

II.—Mode of Selection of Statutory Civilians.

12. On the assumption* that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your province?—Except in the cases of persons already in the service who have distinguished themselves, or of those who have conferred signal benefits on the country, no system of pure nomination is likely to find favor.

13. How would a system of nomination, to be followed by a period of probation, be regarded by the same classes?—Under the limited system of nomination I have described no probation would be necessary.

14. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—A system of nomination with probation cannot be relied upon as an efficient means of securing well-qualified officers, as there would be a strong and natural reluctance to adopt the extreme course of rejecting a candidate once nominated.

15. Do you consider that nominations should be confined to persons of proved merit and ability?—Certainly.

16. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—Merit and ability would be best attested by a sufficiently long course of distinguished service in some of the highest positions to which *any subject of Her Majesty can rise* by his own merits and abilities.

17. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—Yes, as I think it would be impossible to devise a system calculated to make Natives pass in England "in considerable numbers."

* The questions which follow down to No. 46 inclusive are put subject to the same assumption.

18. Can you say what number of Natives belonging to your province have presented themselves annually at the competitive examination in England, and what degree of success they attained?—The case of the late lamented P. Ratnavelu Chetti is the solitary instance of a Native from this province who made the attempt, and he, I believe, succeeded most creditably.

19. What class or classes of Natives in your province readily go to England?—Domestic servants of English gentlemen, generally Pariahs, Native Christians and Mahomedans.

20. Are objections entertained to going to England; and, if so, what are they, and by what classes in particular are they felt?—Yes; loss of caste and social ties, resulting from intimate companionship and residence with lower castes. The intensity and force of the objection varies with the relative position of the several castes from Brahmins downwards, all sharing it alike, except those indicated in paragraph 19.

21. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—Not with any fairness, as they will still have the superior counterbalancing advantages of being examined in their own country and their own language and under facilities, as to educational training, for which there is no parallel in this country.

22. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your province?—Official and other learned professions, merchants, and landholders the proportion of each class being nearly in the order named.

III.—Competition in India for the Indian Civil Service.

23. Do you advocate a competition in India for the Civil Service simultaneously with the competiton in England, the same question papers being used at both examinations?—Yes, see my reply to question 3. I would throw open to such a competition half the number of Covenanted appointments to be reserved for Natives.

24. How would this method of selection be regarded by the Native community generally?—With satisfaction.

25. If you advocate such a system, would you restrict the competition in India to Natives, and that in England to English candidates, or would you admit both classes freely to either examination?—I would restrict it to Natives, as, under my scheme, the appointments to be given to the successful competitor must be reserved for Natives.

26. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure?—No, but I would try the experiment, as I am hopeful that this drawback is not likely seriously to affect the result.

27. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—It would, but nothing more than intrinsic merit and real worth will always secure under "a fair field and no favor."

28. Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—It might lead to a preponderance, but I think it is hardly correct at the present day to say of it that it is an *undue* preponderance.

29. Under a system of open competition in India would the successful candidates be regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—I think not.

30. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England, and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—Provided that a certain number of appointments are reserved for Native competitors, the system will give great satisfaction.

31. If an open competition were established in India, what should be the preliminary qualifications required on the part of candidates in regard to age?—Under 25.

32. In regard to minimum educational attainments?—A University degree.

33. In regard to moral, social and physical fitness?—A majority of votes from the Municipal Councillors or Members of the Local Fund Board of the candidate's native district.

34. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is there any reason why the rules in regard to pay, leave, pension, &c., should not also be different?—Yes. The differences alluded to seem to be pretty nearly equally balanced, as Natives have to master a foreign language and to pursue their education under comparatively fewer facilities. A lower rate of pay cannot fail to deprive the prize of all that is most marked and valued in it, and thus to lessen the status of the service in the eyes of the public.

IV.—Promotion from the Uncovenanted Service.

35. What special provision, if any, do you think should be made for the appointments to Covenanted posts of deserving members of the Uncovenanted Service?—I would allot a certain number of Covenanted appointments reserved for Natives to be offered annually as the reward of deserving and meritorious service in this branch.

36. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service, and, if so, what classes?—It will be desirable to draw a line as to the position to which an Uncovenanted officer shall have risen before he can aspire to this reward—say Deputy Collector, District Munsiff, Tahsildar, first class Inspector of Police, or other corresponding rank.

37. Should persons so appointed be appointed provisionally and be required to pass through a period of probation before final confirmation?—I think probation unnecessary in their case.

38. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the *higher* Covenanted offices without requiring them to pass through the lower grades?—Yes. It should not be necessary for them to make any pecuniary sacrifice, present or prospective.

39. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—Yes.

40. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—I would treat both European and Native Uncovenanted Servants as one body, but my scheme pre-supposes that the appointments to be filled by them are taken from those reserved for Natives.

41. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India"?—Unnecessary, if the whole of the Uncovenanted Civil Service is treated as one body, irrespective of nationality.

42. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—Decidedly.

V.—Pay, Leave and Pension for Natives of India appointed to Covenanted posts otherwise than through the channel of competition in England.

43. Is the rate of pay at present granted to Statutory Civilians during probation and on final appointment respectively sufficient?—Generally sufficient for their needs, but not so when we consider that inferiority of position is a necessary consequence of this in the eyes of the public. The concession made by Government will appear to the public all the more thorough and cordial if this difference were removed.

44. Would these rates of pay be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service?—These officers should be so appointed that the promotion does not become nominal or illusory.

45. How would you treat, in regard to pay, such persons if appointed to any of the *higher* Covenanted posts without being required to pass through the lower grades?—I would pay them not less than the salaries they were drawing in the Uncovenanted Civil Service, to rise by degrees to the full pay of the appointments given them.

46. If you consider there should be no difference of pay, how do you justify the application of the same rates of pay in the case of Natives who have satisfied the very high tests required by the examination in England and Natives who have not?—Those who have not satisfied the high tests required by examination in England will have passed through hard work and self-denial fully equal to theirs, and shown a force of character and aptitude, which the latter will still have to prove, that there seems to me to be nothing unfair in giving them equal pay.

47. At what age do you consider that Natives appointed to Covenanted posts otherwise than through the competitive channel in England should be entitled to retire on pension?—After 55 years of age.

48. After what length of service do you consider that such persons should be entitled to retire on pension?—After a whole qualifying service of 21 years.

49. At what age should they be obliged to retire on pension?—After 60 years of age.

50. After what length of service should they be obliged to retire on pension?—After an active service of 30 years.

51. What amount of pension should, in your opinion, be granted to Natives so appointed if they serve the prescribed period for voluntary and compulsory retirement respectively?—Failing perfect equality of pension allowances with members of the Covenanted Civil Service, the following scheme appears more suitable than that in force, under which the pension allowance of an Uncovenanted officer of long standing and high position is positively inferior to

what it would have been but for the *promotion* (?)—

After 15 years' active service, Rs. 5,000 a yr.
„ 25 „ „ „ „ 7,500 „
„ 30 „ „ „ „ 10,000 „

Failing this I would suggest a third alternative, *viz.*, that for purposes of calculating "active service" for pension two years of service in the Uncovenanted branch should be held to be equal to one year of service in the Covenanted branch, or (as the least that can and should in justice be done) that the pension of an Uncovenanted officer promoted to the Statutory Civil Service should not be less than what it would have been if the whole of his service had been passed in the Uncovenanted branch.

I would respectfully request the Commission to ascertain from the Accountant-General what, under the present rules, will be the amount of pension that I am likely to earn at 55 years of age, and what it would have been if I had remained in the Uncovenanted Civil Service and drew no higher salary than Rs. 500, and the justice of my representation will be obvious.

It may be urged that mine is an exceptional case, requiring exceptional treatment, and should not form the basis of any rules of general applicability; but I would respectfully point out that, before an Uncovenanted officer has served for 12 or 15 years, he seldom rises to positions in which merit and ability would be acknowledged to have been fairly tested; and that no reform can be complete which does not provide for such a class of cases.

52. If, before serving the prescribed period for pension, they are compelled to retire on medical certificate, what gratuity, if any, would you give them?—For not less than 5 years' service a gratuity of a year's salary. For a service of 4 years and less than 15 years an annuity of Rs. 1,000, *plus* Rs. 200 for each additional year.

No. IX.

M. R. Ry. M. Kuppuswami Chetty, B.A.

Letter and replies submitted to the President, Public Service Commission (through the Chief Secretary to Government), dated Madras, 31st January, 1887.

Vol. V.
Sec. III.
Sub-Sec. B.

M R. Ry.
M. Kuppuswami Chetty.

I herewith beg to forward a reply to several of the queries proposed by the Commission, and hope to be excused for the liberty taken.

I beg leave to be permitted to lay before the Commission my humble views on one point, which has engaged my attention much, and, as I have not read very carefully all the evidence given before the Commission, I am not aware whether others have anticipated my ideas. It has been, and is, a matter of general (and, in my opinion, groundless) observation that higher education has been diffused to the youth of the country to a greater extent than needed, and that hence the supply of educated (or half-educated) men is more than the demand, from which many evils result. I am, however, of opinion that the diffusion of knowledge, of whatever nature or to whatever extent, cannot but be productive of good; and I have not come across any individual that has been the worse for the education that he had received. And should only the best available merit be utilised for the public service, as thought fair and proper for the higher, as well as for the lower grades, the surplus of educated young men left would, and ought to, shift for themselves. What I, however, wish to particularly bring to the kind notice of the Commission is, that the backward castes or classes in India should be given greater facilities than the existing state of things allow for educating themselves, and should be properly represented in the public service in accordance with their proportion to the population and their qualifications for conducting public duties. This is apparently one of the chief grounds on which the Mahomedans are specially encouraged; and this principle should be extended to other classes or castes.

While I am sure that, in course of time, all caste or class prejudice will wear away, as it ought, I am yet strongly of opinion that till then this matter should be kept in view, as ages of oppression and custom have kept some classes in the lowest scales of the social ladder, and other classes high up, in a way altogether unjustifiable. The so-called low-caste people—the pariahs for instance—have long been kept down; and the Koruvahs, the Todas (on the Nilgiris), the Odders, the oilmonger caste, the muchis, the weaver caste, the chucklers, &c., may be enumerated, who are in a very backward state of development, for which the organisation of Hindu society, and the accidents of historical occurrences, and not they themselves, are in a great part accountable. Youths of those backward classes, should they evince a tendency for study, should be given greater facilities for education, and should be equally well represented in the public service, as they will not, for some time longer, be able to hold their own without some sort of provision, giving them a little special encouragement for their entry into the service. I may, perhaps, mention that I myself belong to the silk weaver caste, among whom education in English is backward; and I am well aware of the reluctance which a Brahmin Sheristadar or manager of a cutcherry or office has to bestow his patronage on a Naidu or Mudaliar, and, *a fortiori*, on a Native Christian or Pariah, who may be quite eligible in every way, and how the influence of the more important classes of the community baffle the aspirations of the lower, even when qualified, unless the higher officials see for themselves, and exercise their influence according to their own ideas, without giving heed to the representations that may be made. It may, perhaps, be desirable to apportion the appointments, say, for instance, in the Statutory Civil Service, on the results of a competitive examination—

One or two or three for the first and next following European or Eurasian candidate;
one or two for the first do. Brahman;
one or two for the first do. Naidu or Mudaliar;
one or two or more for others;

preference being given, for the present, to one of those classes to whom any special encouragement may be thought necessary; and *that* in a certain order, the more backward being given the greater preference—this being settled and notified by the local Government. I shall be glad to appear before the Commission for examination should it be considered necessary.

I beg to be pardoned for the trouble given and the length of the letter.

I.—Working of the existing Statutory System.

1. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—The prevalent feeling regarding the existing Statutory system is one of general dissatisfaction, except among those who have, or hope to be, benefited by it and their near relatives. This dissatisfaction appears to

be widespread, and is not met with only in the very highest grades of the Mahomedan and Hindu community, whose views on this point are either expressive of satisfaction as to the existing state of things or of indifference altogether.

2. What are the grounds upon which any such feeling is based?—The dissatisfaction is against the nature of the restrictive clauses, which do not let the door open equally to all, but allow great scope for the exercise of arbitrary choice and favor.

3. Is the feeling of dissatisfaction, if it exists, directed against the Statute itself (33 Vic., Chapter 3, Section 6), or is it directed against the rules framed thereunder?—I believe that any causes for complaint are in the rules framed thereunder rather than in the Statute itself, and that the dissatisfaction is confined to the working and not the principles.

4. Are the objections based on other, and if so what, grounds?—On no other grounds.

5. What amendments do you advocate in Section 6 of the Statute?—I advocate no amendments.

6. Do you consider that Section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide?—Yes.

7. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted?—The objection that can be alleged with great fairness is to the *mode of selection* of young men previously unconnected with the public service. The modes of selection actually adopted have only resulted in a good selection in some instances, and the reverse in a greater number of cases, as the best talent has not always been availed of, nor have the spirit and the avowed intention of the Statute and the rules framed thereunder been always kept in view.

8. Do they relate to the general conditions, *in regard to pay, promotion, and retiring annuity, under which Statutory Civilians hold their offices?—No, so far as I have been able to learn of the general feeling* among those with whom I have come across, among whom are some of the members of the Statutory Civil Service who have been my class mates or college friends.

9. Assuming the Statutory system to be retained, what amendments would you suggest in the rules with a view to remove any reasonable objections which may be felt to them?—I would amend rules regarding selection. The best system would be selection by competition from among candidates previously approved; (1) for their merit (educational qualifications coming under this head); (2) for their probity and good character (for which a test would be difficult, but which may pretty well be judged of from testimonials obtained from competent individuals, such as Principals of Colleges, Heads of Departments, &c.); and (3) their physical fitness for Statutory public service (their physical development and freedom from any defects, &c., being first examined with greater care than for the Uncovenanted Civil Service and by a Committee of medical men instead of a single medical officer, the ultimate approving authority of such candidates, prior to their appearance at any competitive examination, being the members of the local Government or administration, subject to the approval or not, as it may be thought proper, of the Government of India).

10. Are Statutory Civilians regarded by the general public as occupying a position inferior to that of persons who enter the Covenanted Service through the competitive channel?—Yes.

11. If such a feeling exists, on what grounds is it based? Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted officers?—As they are inferior both in their official status and abilities.

II.—Mode of Selection of Statutory Civilians.

12. On the assumption that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your province?—With dislike, as arbitrary choice will be everything.

13. How would a system of nomination, to be followed by a period of probation, be regarded by the same classes?—There may, or may not, be a period of probation, as it is deemed expedient by Government; and it is, and ought to be, a matter of indifference to all classes of the Hindu and Mahomedan community.

14. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—A period of probation would be better before one actually holds the whole prestige and exercises the full authority of his office; but mere nomination, without a competitive examination, is objectionable, and will not mend matters.

15. Has experience actually shown such a system to secure well-qualified officers?—Nomination may, or may not, secure well-qualified officers, as it is well or ill-exercised, for which there can be no guarantee.

16. Do you consider that nominations should be confined to persons of proved merit and ability?—Yes.

17. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—(1) By the education received and the educational tests passed. (2) By other means which evince

unerringly and undeniably the possession of merit and ability, such as the books or other publications of any original value in themselves, which may have emanated from one, and the part he may have filled as an intelligent and useful member of society. (3) By the passing of a competitive examination prescribed.

18. How would a system of limited competition amongst persons nominated for this purpose by the local Governments or by the Universities, or by those authorities, concurrently or alternately, be regarded?—Objectionable, as it will leave a way open for the exercise of special influence and favor.

19. In preference to either of the above systems (nomination and limited competition), would a system of open competition, pure and simple, for the Statutory Service commend itself to the Native community?—Yes, with the restriction already stated in reply to Query 9.

20. If competition (whether limited or open) is preferred, should there be one competition for all India or separate competitions in each province?—Separate competitions for each province.

21. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social and physical fitness?—Yes, as stated before. Qualifications for candidates for the Statutory Civil Service to be insisted on are: (1) Age, within 30 years; (2) the passing of the First in Arts or the B. A. Degree Examination; (3) qualifications on this head have already been enumerated—*vide* reply to Query 9. The first two qualifications to be insisted on only in the case of those not already in the public service, and who are elevated to the Statutory Civil Service on account of their special merits.

22. Do you consider that (after selection, whether by nomination or competition) there should be a period of probation?—Yes.

23. If so, what should be the duration of the probationary period?—A year or six months.

24. Should the period of probation be passed in the ranks of the Uncovenanted Service, or of the Covenanted Service, or in what other manner?—Out of either service, with no responsibilities or authority in the commencement, but simply learning official routine and the disposal of work; and during this period any opinion given must be subject to the approval of an experienced member of the Covenanted Service prior to any action being taken thereon.

25. Do you consider that after selection and before entering on probation (or on duty) the person selected should undergo special training?—They may undergo special training with advantage.

26. If so, should the special training be carried out in India or in England?—It may well be in England when not objected to.

27. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—Not necessary.

28. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—Yes.

29. If so, what form should such encouragement take?—Payment of passage money, and a rate of salary necessary and sufficient for maintaining themselves in a manner commensurate with their position. The salary allowed may well be less than the salary they would actually draw after entering the service.

30. Should it be offered before, or during, or after, the probationary period, if any, through which nominees or selected candidates may be required to pass?—Before the probationary period.

31. Should it be offered before or after the nominees or selected candidates enter on their duties?—Before.

32. Are you in favor of the establishment of scholarships tenable by Natives in England for the purpose of enabling them to qualify for the Civil or Statutory Service?—Yes.

33. If so, how would you connect such a scheme with the selection of Natives for employment in the higher administrative posts in India?—No, not necessarily, but there seems to be no objection to giving a little additional salary to those who have gone to England.

34. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England or have gone to England to add to their qualifications and those who have not?—Yes, to a moderate extent.

35. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—Yes.

36. If so, to what appointments or classes of appointments would you restrict the latter system, and what conditions over and above those already existing would you impose?—I would then restrict the number of Statutory Civilians, and give them only the subordinate appointments with no independent charge.

III.—Competition in England for the Indian Civil Service.

37. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—Yes.

38. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition?—Yes.

39. If so, what form or forms should such facilities take?—The age limit should be lowered and a few scholarships given.

40. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—The higher grades of the Uncovenanted Service may be given them on first appointment as a special case, or they may be appointed to the Statutory Civil Service when considered qualified.

41. Assuming it to be advisable to appoint to the Statutory Service in India Natives who have failed in the English competition, should such persons receive the same training as successful candidates in England, and be subject to the same final examination?—Yes.

42. Can you say what number of Natives belonging to your province have presented themselves annually at the competitive examination in England, and what degree of success they attained?—Not even one annually, on an average, for the last ten years.

One came out successfully, as is well known, and died by an accident.

A class mate of mine tried and failed in the Civil Service Competitive Examination in England in 1879-80, but has studied with success, and has qualified himself for the Bar.

One went up, but finding himself above age is now studying there for the Bar.

I personally know of no others who have gone up for the Competitive Civil Service Examination in England from this presidency.

43. What class or classes of Natives in your province readily go to England?—The educated classes are desirous of going to England, but are somewhat afraid of the threatened loss of caste. Some Naidus, Mudaliars and Chetties have gone to England (as also a Raja) and returned, the former two ostensibly without loss of caste.

44. Are objections entertained to going to England; and, if so, what are they, and by what classes in particular are they felt?—The objection is general to all classes of the community, but is now giving way.

45. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all?—One and the same examination for all.

46. If a fixed proportion of appointments were allotted for a Native examination in England, do you consider that, in view of the objections against a voyage to England and life there, the cost thereof and the chances of failure, a sufficient number of suitable candidates from your province would be available to make the competition a real competition?—No, but this is no objection in my opinion. As the condition of enlightenment in the province improves there will be a reasonable number, in the course of a few years, competing for the examination in England from this province.

47. If the examinations were distinct, what should be the limits of age for the Native examination?—Twenty-five years.

48. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters in any respect place Native candidates at a disadvantage as compared with English candidates?—To some extent, but this is indirectly productive of much good.

49. If so, in what respects are Native candidates placed at a disadvantage, and what alterations would you recommend with a view to remove that disadvantage?—No alteration.

50. If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates; and, if so, what should the limits for Native candidates be?—As stated before 25 or 26 would be a reasonable age.

51. What is the average age at which Natives at the Indian Universities pass the examinations for F.A., B.A. and M.A. respectively?—F.A., 19; B.A., 21 or 22; and M.A. examination at 28 or 30 (may be passed, but not the average, which actually would be a much more advanced age in my opinion).

52. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your province?—Brahmins, Naidus, Mudaliars, Chetties, Native Christians and Mahomedans (a few only). A percentage should be fixed for the admission of Brahmins to the Statutory and the regular Civil Service should there be competition for the latter in India in a way that may not be distasteful to the Brahmins as a class, *i.e.*, admitting a fair proportion of them, so that their number alone may not preponderate, which would be an administrative evil.

IV.—Competition in India for the Indian Civil Service.

53. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—Yes; that would be good to some extent.

54. How would this method of selection be regarded by the Native community generally?—It would be generally liked.

55. If you advocate such a system, would you restrict the competition in India to Natives and that in England to English

candidates, or would you admit both classes freely to either examination?—Both classes freely to either examinations.

56. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure?—No; those who enter the regular Civil Service must be prepared to stay, for some time at least, after passing the examination here, in England.

57. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others? Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—*That* should be provided against should there be such a tendency perceptible.

58. Do you think there are any objections on political or administrative grounds to open competition in India?—No.

59. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service?—I do not see why it should.

60. Would a system of provincial examinations be preferable to one examination for the whole of India?—Yes.

61. Under a system of open competition in India would the successful candidates be regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—Yes, unless they receive, at least after selection, some training in England.

62. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—There would not be any dissatisfaction. But it would be better to retain the Statutory Civil Service as a middle grade between the regular Civil Service and the Uncovenanted Civil Service, reserving and classifying appointments for each of these grades.

63. If an open competition were established in India, what should be the preliminary qualifications required on the part of candidates in regard to age? In regard to minimum educational attainments? In regard to moral, social and physical fitness? In other respects (if any)?—Replies same as before for the Statutory Civil Service.

64. Should the subjects and conditions of the examination be the same as those prescribed for the competitive examination in England, or should they be different?—Not different.

65. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is there any reason why the rules in regard to pay, leave, pension, &c., should not also be different?—They may be a little different.

66. Should successful candidates go through a period of special study in India like the English candidates, who spend two years in special preparation?—It would be preferable to recommend them to go to England, but not to compel them; otherwise to keep them on probation on a little less pay for a longer term.

67. Should successful candidates at the Indian competition be required to pass through a probationary period before final appointment?—Yes.

68. If so, what shall be the duration of the probationary period?—One year or six months.

69. How should it be passed—in the ranks of the Uncovenanted Service or otherwise?—Reply same as for question 24.

V.—Promotion from the Uncovenanted Service.

70. What special provision, if any, do you think should be made for the appointments to Covenanted posts of deserving members of the Uncovenanted Service?—They should be given facilities when they have honorably distinguished themselves, for obtaining entrance into the Statutory Civil Service.

71. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service; and, if so, what classes?—No restriction.

72. Should persons so appointed be appointed provisionally and be required to pass through a period of probation before final confirmation?—Yes.

73. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the *higher* Covenanted offices without requiring them to pass through the lower grades?—In very exceptional cases for very exceptional qualifications.

74. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—Yes.

75. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—Yes.

76. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives

of India" ?—Yes; the interests of Eurasian or other than Native members of the Uncovenanted Service should not be overlooked.

77. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed? —Yes; but the restriction now existing should be to some extent kept up, as Natives will otherwise be much shut out from all the well-paid appointments in the Uncovenanted Service, and out of proportion to the admission of a few of their number to the higher grades of the public service. The restriction is to some extent evaded.

78. If the Uncovenanted Service is closed to any natural-born subjects of Her Majesty, on what grounds, bearing in mind the terms of Acts of Parliament and Her Majesty's Proclamation of 1st November, 1858, is this to be justified?—The highest grades of the Civil Service and the Military Service (the whole of the staff of officers) will always be drawn, even then, from the British-born subjects alone of Her Majesty; the continuance of the special provisions now in existence in favor of Asiatics of pure descent, &c., is therefore justifiable.

No. X.

MEMORANDUM BY H. G. TURNER, ESQ., MADRAS CIVIL SERVICE.

1. IT seems probable that, if the Civil Service of the country be placed on a wider basis, so as to include Europeans and Natives on an equal standard of enlistment, employment and pension, a very material alteration will be necessary in the administration of the Empire.

Judged by the results no better lines for governing India could perhaps have been devised than those which are comprehended in the Haileybury and competitive systems. If the time is ripe for an alteration, the matured phase has been reached under the auspices of those systems which have conducted the progress of the British administration to the stage where a new departure is presumed to be necessary.

The reasons for presuming that a wider basis of administration is now necessary are: first, the reason based on economy; secondly, the reason based on the association of the Natives in the higher branches of district government. The latter of these considerations, it is believed, occupies the entire attention of the present Commission.

2. It will be conceded that the only possible reason for retaining the divisional administration of a district for the exclusive use of the Covenanted Civil Service is, that the divisions form a useful training ground for the higher appointments of Collector and Judge. So far as experience of public business goes, so far as control and knowledge of Native subordinates go, there can be no doubt that a Native Deputy Collector is just as efficient an officer as a Covenanted Sub-Collector. The points on which he is likely to fail are those which require prompt judgment, instant action and physical energy; but looking at the average Covenanted officer side by side with the exceptionally good Native officer, it is believed that there will be no conspicuous superiority of the former over the latter. If it were possible to put the question in the form of an equation, it is presumed that no exception could be taken to the formula involved in the assertion that an exceptionally good Native officer equals the average Covenanted European officer *so far as divisional administration is concerned.*

3. It is probably the case that, if we paid properly for exceptionally good Native officers, if we trained them to the required standard, and if we got to know them thoroughly, and if they were passed through a succession of public offices under our eyes, we, having opportunities of judging of their conduct throughout their career, could furnish to the divisional administration a class of Native officials of the requisite standard of efficiency at a much smaller cost than is now necessary for the European Covenanted Civilian.

Hence any reform should tend towards the substitution of Native officials for Covenanted officers throughout the divisions of the districts in the Madras Presidency.

4. There is a point involved in this alteration which must not be lost sight of. It is this. If the magisterial functions of a division be centred in the Native official, to what extent will he be able to control the Assistant Superintendent of Police, who will usually be a European? In fact the two officials are certain to clash. Here racial considerations come into play not at all to be set aside by any idea of control by departmental order, and the consequence will be that the constable, gaining strength from his strong superior, will lord it over the people of the country, who will become peeler-ridden. The only way to prevent this is to place the police officer under the immediate control of the chief of the district, either by giving the former magisterial powers, when he would be subject to the control of the District Magistrate, or by making the chief of the district a Deputy Inspector-General of Police. The former of these alternatives would lead to the separation of the magisterial from the revenue functions of a divisional officer, and, provided they become concentrated again in the chief of the district, no reason is apparent against such a measure, which, on other grounds, is admittedly desirable.

5. It may be remarked in passing that the extension of magisterial tribunals is very much needed. There can be no reason for confining, and the barrier of confinement is already being removed on several sides, magisterial functions to Revenue officials—Superintendents of Police, officers of the Educational Department, Forest, Salt and other officers might very well be utilised as Magistrates, care only being taken that they have no jurisdiction, or only concurrent jurisdiction, or only jurisdiction, after reference in cases in which they are departmentally concerned.

6. If we take away the divisional appointments from the roll, officered from the Covenanted Service, we find, in a district, two appointments remaining to that service, *viz.*, the Judge and the Collector.

There are twenty Judges and twenty-two Collectors in the Madras Presidency, and, perhaps, twenty Covenanted officers especially employed, in Council, in the Secretariat, Board of Revenue, and elsewhere.

The adoption, therefore, of the system of administrating divisions of districts by Native officials (though there is no reason for confining such appointments to Natives to the exclusion of Europeans and Eurasians) would at once secure the reduction of the Madras Civil Service by one-half in numbers,

and it will be easy to calculate what financial saving will accrue, by the substitution of the cheaper agency advocated in this paper.

7. But further reductions can be made with advantage by throwing open the judicial service to the members of the Bar, European and Native. Provided that the appointments to these posts remain with the Governor in Council, there can be no objection to this measure. It would certainly improve the up-country Bars, and fill them with better educated counsel, if prizes, such as the District Courts, were within their view. There is no more esteemed Bench in the world than the English Bench. The Judges are not selected there by competition ; and in fact it would be a very difficult thing to prescribe proper subjects for competitive or any examination where the competitors are men already advanced on such a career as that of the Advocate. Assimilation to the method of appointing to the English Bench, leaving out, to some extent, the qualification of being a member of the Inns of Court, would ensure to India a very excellent Bench, and one open to all classes of Her Majesty's subjects who had gained experience at the Indian Bars, together with the confidence of the Government and the public. The salaries of the Judges should be apportioned to the work they have to do. In some places the amalgamation of two neighbouring courts, with Crown and *nisi prius* sides, either proceeding on circuit, or stationed in a large place, would much facilitate business and economise administration.

8. Deducting these Judges from the Civil Service List, the numbers left assume a very small dimension, and, as Sir M. E. Grant Duff argues, the service would be reduced to the employment of some few men, who should be of quite superior talents. The Collectorates should be grouped into Chief Commissionerships, each with a budget of its own. The Chief Commissioner should be to the districts under him as the Chief Commissioner of the Central Provinces is to his Commissioners and Deputy Commissioners. He should rise to this post from the Secretariat, and he should proceed from it to the Council Table.

9. The higher service should, therefore, consist of the Members of Council, the Chief Commissioners of Division, the Commissioner of Revenue and Accounts and the Secretariat. The judicial service should consist of the High Court, the District Courts and District Munsiff Courts, all recruited from the English and local Bars.

10. The executive service should consist of appointments with salaries commencing at Rs. 200 to Rs. 300 a month, and finishing with Rs. 1,000 a month. Open competition throughout the British Empire should be the means of recruiting for this service, a certain proportion of appointments being allotted to various countries of the Empire, such as the British Isles, India, the Colonies and so forth, as might be considered desirable. The details of the examinations should be left to the Civil Service Commissioners. There seems no necessity for identical papers being set to a candidate at Madras and a candidate in London. The object is to get the best nourished intellect for the money, and whether the nourishment has been caused by Arabic, Sanskrit or Greek is of not much moment. Logic, Mathematics and Physical Science are common to all *curricula*. English would, for other reasons, be a *sine quâ non*. Latin, to a certain extent, should also be obligatory.

11. Having once passed the open competitive examination, candidates should be drafted for departmental work, special training then coming into play for Revenue work, Education, Survey, Police, Forests, Salt, Public Works, Post Office, Agriculture, Settlement, Geology, Telegraphy, Sub-judicial, and, in short, all the departments which comprehend the Civil administration of the country. The covenant between the passed candidates and the Secretary of State should be for twenty years only ; the period of service should commence with active service. The age for the open competition for English youths should range from seventeen to twenty, and for Natives from sixteen to nineteen. Departmental preparation should last usually for two years, unless technical knowledge in some special departments requires a longer period for acquirement. The allotment of successful candidates to the various departments should rest with the Secretary of State, who would take into consideration the wishes of the candidates, so far as they were compatible with the exigencies of the Empire. Appointments to some departments would necessitate the two years being passed in England ; to other departments that preliminary period being passed in India. Scholarships should be liberally granted during this period. If Natives have to come to England their passages should be paid certainly one way—to equalise their expenses with the candidates selected in England. Similarly, this indulgence should be extended to colonial candidates who pass examinations in the Colonies. The connection between India and the Australasian colonies should be in this way fostered. The political importance of knitting Australia and India together should not be lost sight of.

12. Five years of service should secure to the employé Rs. 600 a month, ten years' service Rs. 800 a month, fifteen years' service Rs. 1,000 a month ; and the scale of salaries must be so arranged as to make it certain that these emoluments will be secured at these stated periods in return for ordinary work. Special departments might offer the enhanced rates of pay at earlier periods, but there will be no hope of attracting the desired capacity unless early in-

crements are the ordinary, and not an extraordinary, feature of the service.

13. Leave and pensions should be made matter of actuarial investigation. Probably an insurance office, such as the Standard, would treat every individual case of pension on its own bottom, or perhaps Government might obtain collateral security from such an office by giving it their pension business. Leave is a difficult subject, especially medical leave, and the allowances to be made during such leave. Two years in twenty would be ample leave, with allowances; without allowances there should be little restriction. If a man lives economically for fifteen years, and saves enough to get a small pension out of the insurance office, he should be allowed to go. If he saves enough in three years, at any period of his service, to enable him to take leave he should be allowed to take it, of course forfeiting his appointment, and on his return remaining out of employ till a vacancy occurs. Every Government servant on this list ought to have leave for one month a year, and should be allowed to accumulate this leave to two months. During his absence some other officer must do his work in addition to his own. Short acting appointments, associated with extra pay, are an absolute curse, and they should be put down with a stern hand. There is no hardship in a Collector being called on to look after the Judge's court for a month, nor in the counter position. A Forest officer can sit in the divisional officer's chair for a month, and an Assistant Superintendent of Police open and file the correspondence of an educational officer.

14. The departmentalising of work that can be performed by one head as easily as by another is a terrible block to administration. There is a great deal too much of it now, and, if it be not put a stop to, it will be productive of endless expense, which is indeed, even now, its main characteristic. It may be said, generally, that in India there are three people to do one man's work. It is patent and allowed to be the case in zemindars' establishments, and, indeed, in our own domestic arrangements. If Government think that their own service is free from this taint, they are very much mistaken. The truth is that the excessive multiplication of departments is the real cause of the enormous cost of administration, not only in India, but in all civilised countries; and the pity of it is that this departmentalisation is regarded as one of the helps to progress. But it has nothing to do with it. It is merely an outcome of excessive centralisation. No one man can look into the affairs of thirty million people; and so he must have chiefs of departments to help him. These chiefs must have their own particular employés scattered throughout the country. Two such men, one to inspect the post offices and one the telegraph wires; one to look after cattle diseases, another after village cess-pools; one to do the survey, another the settlement; one to detect crime, another to commit the criminal for trial; two, oftener three or four, gyrate round over the same ground; one, as it were, employed in picking up six-ounce stones, another seven-ounce stones and a third eight-ounce stones, and then each sends his own class of stones, carefully packed up, to the six, seven or eight-ounced boss at head-quarters. The fact is that all this collection of stones, or of facts, as dry as stones, and as useless *per se*, should go no further than the head of the district, who should be lord also of the departments.

15. But in lieu of the Collector the head of the district, or group of districts, should be the Chief Commissioner, and this brings us to question of the superior service, to comprise the councils and the commissions of the Empire. How is this novel service to be officered? From what source are its recruits to be drawn and how are they to be selected?

Sir M. E. Grant Duff would fix five and twenty as the age for the superior service, examine the young administrator in the theory of government, pay him as high a salary as will induce him to come and keep him at work till he is sixty years of age. He would not hamper the Finance Minister with pensions, and he would be liberal in the matter of furloughs, always excepting the three months' privilege leave nuisance. It is presumed that the nuisance consists not so much in the going away of a man as in the trouble of getting some one to act for him. The answer is that two months' holiday, at least, ought to be given once every two years and the work of the absentee being done by his next neighbour, the arrangement being unhampered by departmental nonsense.

16. The recruiting for such a service as this should not commence with an examination at the age of twenty-five, even though the examination be in state-craft. It is impossible to reduce state-craft to an exact science, susceptible of definite question and answer. Who is to decide what are accurate replies to questions of currency, free trade and representation? Why, such questions divide the whole British nation into two and many parties—and are eventually decided by reckoning heads—the outside of them! Examination in such subjects is out of the question. 'Tis the old difficulty of finding out whether a man can swim without throwing him into the water. We cannot tell whether a man is fit to administer until he is tried.

17. No doubt the very best men ought to be got for this superior service, whether they be Europeans or Natives. But where are they, and how are they to be got? Could we, for argument, pick the required men from our existing service, Covenanted or Uncovenanted? Are any better

men to be found for these duties anywhere in the British world? If so, where are they? Sir M. E. Grant Duff has them, doubtless, in his mind, but he is silent on the point.

It is certain that they cannot be found out of the ranks of the public service, unless they are discovered by competitive examination. But by the age of twenty-five men have adopted their career. They have begun work, and, if we insist on open selection at such an age we shall get men who have tried some profession and failed to appreciate it. This does not seem to be a very good field to select from. On the whole, although objections may be many, the simplest and most just plan is to make the entrance to the superior service a departmental adjunct to the open competitive examination, nominations to it being by the Secretary of State based, first, on the reports of the examiners, second, on information from other sources. The departmental test for this superior service, which might be called the service of the Indian Empire, S.I.E., being prolonged to three years or even longer, to be spent at the English Universities, in the English public departments, at our embassies, and, finally, in the Secretariat of the Viceroy's Council. Candidates who fail to satisfy the Secretary of State during this long course of training should fall back into the ranks of the executive services. Each principal country of the British Empire should have a certain number of these appointments allotted to the successful candidates of the open competitive examination.

18. The service will be made as attractive as pay, leave and pension can make it. Candidates should be allowed to enter for it specially; but, inasmuch as the open competitive should be as stiff an examination as the ordinary youth can compass, it would not be desirable to obtain forced intellects for the superior service by a specially severe test at so early an age. The severer tests should find place during the subsequent curriculum, and a sufficient number of selections should be made to allow for the rejection of a substantial number. Mere nomination to the superior service should carry with it no semblance of a claim to ultimate success, which must be won by the candidate by his own intellectual exertions, conduct and personal recommendations.

19. The aim of my proposals is to furnish to the country services, composed of Englishmen and Natives, so mixed up together and so thoroughly inter-associated as to, on the one hand, prevent the country from being administered entirely by Natives, and according to Native ideas, and, on the other hand, to give the Natives a fair share in the administration. I would make no difference in the pay of the two classes, for, for the executive branches, I would, as I said above, procure exceptional Native intellects as equivalent to ordinary English intellects, throwing in, to make weight to the latter, the robust energy of habit and character which, as a rule, is absent in the Native.

Departmentalisation should, I think, stop with the Chief of the division, whether he be called Chief Commissioner, Sub-Governor, or by any other title descriptive of his position as the first local officer of the Crown, in whom all local authority is centred. He should be a Governor in miniature, and he might be aided by a Native coadjutor.

As to his pay, although Sir M. E. Grant Duff seems to recommend a higher scale of pay than the present Civil Servant enjoys, I think that, as none of the executive branch will draw more than Rs. 1,000 per month, a salary of Rs. 2,500 or Rs. 3,000 per month would be ample, especially if he attained the post at thirty to thirty-five years of age, which is about the age when an Englishman is at his best in India for active work of supervision. He should have a house provided by Government, and a sumptuary allowance, making the appointment one of the same class as that of the Secretaries to Government, but of rather higher rank, the object being to pass a Secretary through a Chief Commissionership before he be called up to Council.

20. So far as the executive service of the Indian Empire (E.S., I.E.) is concerned, I draw my views of its economy and on the abolition of the Covenanted branch of the service, involved in the proposal, from the fact that there are now scores of men in the Uncovenanted branches just as capable of performing the divisional duties of the Covenanted branch as they who write C.S. after their name. Probably only a few marks, a slip of the pen in answering a question, has turned many a man out of the Covenanted ranks and brought about the passing of his life in the lists headed practically by the Rs. 1,000 per month limit. Practically, again, the whole executive work of governing India is done by men paid from the Rs. 1,000 a month budget. Men drawing salaries higher than this group draw them, speaking to the point, as rewards. They form the inducement held out to them to enter the departments, but the work they do could be done and finished by the Chief of the district. This latter personage does the work, when he becomes Secretary to Government, and for the whole of the Presidency. It is clear that he could do it for his own districts and dispose of it. Departments are only made for the heads of them; all the good they do could be done equally well locally in the districts, and probably it would be done better, more promptly and, certainly, with greater economy. The way to cheapen administration

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is to decentralise it. Split up the Presidency into three, perhaps four, Chief Commissionerships, and allow business to be disposed of locally. Have local budgets. Make Chief Commissioners pass first through the Secretariat. Make the Governor and Members of Council independent of detail work, so that they may have scope for general control, and for the consideration of great questions.

No. XI.

M. R. Ry. A. Sashiah Sastri, C.S.I., Dewan-Regent of Pudukota.

I.—Statutory Civil Service.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *A. Sashiah Sastri.*

1. Is existing system of appointment of Statutory Civilians approved?—So far as the mass of the *people* are concerned there is no decided disapproval or approval. They hardly recognise the difference between Statutory Civilians and the Deputy Collectors, the powers and functions of both being identical.

2. What are the grounds of disapprobation?—The disapprobation is confined to the editors of newspapers and contributors to them, who constitute themselves as exponents of public opinion and champions of public rights, and whose opinions are consequently either their individual ones or those of small *coteries*. Their ground of complaint is, that the system being one of nomination is abused or liable to be abused, and that the nominations sometimes smack of favoritism, and that the nominations do not result in the selection of the best men available. So far as I have an opinion on the matter no great blunders have been made by the local Government, and those selected have been generally steady young men with fair University attainments and coming of good stock.

3. Are the defects susceptible of remedy? What amendments?—There are no absolute defects in the system, for it was understood from the outset that the object was to let into the Covenanted Service young men of high birth, taken from the aristocracy of the land, such as it is, and young men, sons of distinguished servants, or scions of families, who have rendered distinguished services. I am for *retaining* the Statute to enable the local Governments still to carry out this object, which, I have no doubt, commends itself to the instincts of the *people*, who have a great respect for high birth and who cannot understand that a Governor who represents the Queen is so powerless that he cannot occasionally show his consideration for ancient and distinguished families by making such appointments. But the nominations under it should, however, be reduced to the *lowest* number, perhaps not more than one a year or one in every two years.

4. Should the candidates be required to proceed to England?—It is not necessary to *require* every candidate to proceed to England. Those who wish it may do so at their own cost to perfect their knowledge of the institutions of England and their knowledge of the true British character as it is to be seen there. I would allow them to do this, not during the period of their probation, but after their confirmation as members of the Civil Service.

II.—Covenanted Civil Service.

5. Any dissatisfaction with the existing system of recruitment for the Covenanted Civil Service?—There is no particular dissatisfaction that I know of. Only sometimes gentlemen of odd and peculiar character strike the attention of the people, who naturally ask whence could such persons be from. A competition that is open to all comers must sometimes present such results. It is purely a test of mental knowledge, in which memory wins most and nobler traits of mind and heart are entirely kept out. There is seldom any complaint as to *ability*, but there is a freely expressed doubt as to *qualities* springing from high birth at home and high Indian connections, such as there used to be under the old (Haileybury) nomination system.

6. Should any, and what, change be made in that system?—I would make no change except one, *viz.*, that a small number (it may indeed be a very small number) of appointments be reserved for the patronage of the Secretary of State to enable him to select and send scions of the peerage of England who would fitly represent their class in the eyes of the people of India.

7. Do Natives of India labor under any disadvantages in competing for the Civil Service?—*Decidedly*. There is still great scruple among the Hindus about crossing the sea and residing in England, and consequently the number who could go and compete is very limited; and those who do go lose caste with their countrymen and also lose touch with them.

8. By what changes may these disadvantages be minimised—(*a*) scholarships and passage money? (*b*) Alteration of limit of age? (*c*) Alteration of maxima of marks? (*d*) Simultaneous examinations in England and India?—(*a*) Establishment of scholarships and payment of passage money is one form of relief, and a very necessary one in the case of poor students with high intellectual attainments. (*b*) The alteration of the limit of age is the most important of all. It must be raised to twenty-two at least. (*c*) The maxima marks for languages must be equalised, so as to place the Indian candidate in the same position, as regards the classics of his country, as that of the English in respect of the classics of theirs. (*d*) Simultaneous examinations in England and in India are, in my opinion, absolutely the most efficient remedy of all, and is *the* one which will enable the people of India to reap the fruits of the liberal policy enunciated since 1833. These fruits they

have not been able to reap, because of the barriers thrown in their way by the circumstance of the examination for the Civil Service being always held in England.

9. If an examination be held in India (1) should it be identical with that in England? (2) One or more centres? (3) Principle of apportionment? (4) Should apportionment be with reference to resident population of the administration or between the members of the principal religious sects? —(1) It must be identical. I do not see how it can be otherwise. (2) It should be held at Calcutta, Madras, Bombay, Allahabad and (perhaps) Rangoon. It would be best that the competition be a general one for all, and that candidates be selected in order of merit and put on one list. It will have a greater significance and tend more to unify the service, and to create mutual respect, than if the examinations were for a limited number of appointments at each centre of examination. (3) I do not advocate apportionment. (4) I would eschew "religious sects" altogether in matters of all selections and appointments.

10. Is journey to England to complete training obligatory?—I would not make a journey to, and stay in, England to complete training obligatory. It must be left to the option of the passed candidates. Those who wish it must be encouraged to do so by payment of passage money and the like. It cannot but have some very beneficial results, such as acquainting themselves with the working of the institutions there, with the marvels of science successfully applied to the development of the various industries, with the wealth of the country and with the true character of the great British people. Those who do not go to England must be compelled to visit the various provinces of India during their period of probation or training so as to increase their knowledge of their own country and the condition of the various revenue systems obtaining in the different provinces.

11. Are young Natives now obtained the best as regards character and capacity, &c.? —So far as an open competition can test mental capacity (I confess it does not do it satisfactorily at present, and I confess that I see no other way of testing it) we get the best no doubt. As to character the open competition is no *test* at all, and certainly not a guarantee for it. We have had already some lamentable instances of failures in the latter respect, where the highest mental capacity was present. I do not mean this observation as exclusively applicable to candidates of either nationality. There is no flock without a black sheep.

III.—Uncovenanted Service.

12. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—I would reserve the Uncovenanted Service to natural-born subjects of Her Majesty who are *habitually resident* in India, whether they be Hindus, Mahomedans, Parsees, Europeans, Eurasians or Burmese.

13. Recruitment by competition or nomination, or both?—Competition should be the rule, but a limited number of appointments should be reserved for the direct nomination or the patronage of the Viceroy, Governors and Lieutenant-Governors. It would be more *convenient* for the service if the system be varied with the class of offices, such as those pertaining to Salt, Excise, Opium, Police, Survey, Settlement, &c. But a single system of recruitment would have the effect of unifying the Uncovenanted Service, and create a kind of *esprit de corps*, as is the case with the Civil Service, and a special training can always be given for those proposed to be employed in special departments. It would, in fact, present a wider field for the display of conspicuous merit, and consequently afford greater facility to the Governments to pick out able men for special employment. I am for dividing the Uncovenanted Service into two branches—Upper and Lower. Those with salary of, and above, Rs. 250 of the grade of Deputy Collectors, Uncovenanted Assistants, Sheristadars, Managers of offices, &c., to form the former, and those on and below Rs. 250 of the grade of Tahsildars, Head Clerks of establishments, &c., to form the latter.

14. Recruitments from residents under each administration only, or with a preference for such residents?—Recruitments must be left to the several administrations, as at present, and from persons resident in the territories under them, including subjects of Native States, geographically near to them, and akin in language and customs to the people of the British administration next to them. The difference of language, customs, habits, climatic influences on constitution, as well as difference of revenue systems, renders such a recruitment necessary and desirable.

15. If Statutory Service is abolished, should the proportion of officers assigned to it be allotted to the Uncovenanted Service? —They must, I think, revert to the Covenanted Civil Service, the entrance into which would be greatly facilitated by the system of simultaneous examination in England and India. I cannot perceive the logic of their transference to the Uncovenanted Service. As I propose that the Statutory Service on a limited scale should be retained for the reasons which I have already stated in my replies to Issues 3 and 4, Part I, *supra*, my answer to this question is given on the hypothesis of its abolition.

IV.—Pay and Furlough Rules.

Vol. V.. Sec. III. Sub-Sec. B.

M. R. Ry. *A. Sashiah Sastri.*

16. Should any distinction be made in the salaries of Covenanted, Statutory and Uncovenanted branches?—Theoretically there ought to be no difference in salary, since salary represents wages for a certain amount of labor, and the same wages are due for the same amount of labor by whomsoever performed. But the peculiar circumstances surrounding the Indian administrations, as well as considerations of economy, render it a matter of imperious necessity that one scale of salary may be fixed for the European Covenanted Civilians and another for the Native Covenanted Civilians. I am aware that this is a very debatable ground. I only express my own opinion, having reference also to the difference of habits of living between the European and the Hindu.

17. If such distinction should be made, on what principle should it be regulated?—I do not quite understand the scope of this question. I would say that the English Covenanted Civilian should get the present or future full scale; that the Covenanted Native Civilian should get 10 per cent. less; that the Statutory Civilian should get 15 per cent. less; and the Uncovenanted Civilian 25 per cent. less.

18. Any distinction in furlough rules?—There may fairly be a difference in the furlough rules applicable to European and Native members of the Statutory and Uncovenanted Service.

19. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—I cannot say that they are exactly suitable, but it is hardly worth while making a difference in view of the fact that it is proposed that the Statutory Civilian will get pay on a scale lower than that of the Covenanted European Civilian.

Concluding Remarks.

Having now categorically replied to the issues framed by the Public Service Commission, I beg permission to make a few brief remarks, which, though outside the scope of the particular issues, are not quite irrelevant to the general subject.

20. Is it necessary at all in future to keep up the distinction of Covenanted, Statutory and Uncovenanted Service? In times gone by, when the Civil Service exclusively performed all the revenue and magisterial and much of the judicial work of the country, such a distinction was necessary, and had a definite meaning. Within the last quarter of a century or so a considerable share of those descriptions of work and with the charge of treasuries has been entrusted to the Uncovenanted Service, *e.g.*, Deputy Collectors and Magistrates, and Tahsildars and Deputy Tahsildars, in their capacity as Sub-Magistrates, and between their work and that of the Covenanted Civilians and the Statutory Civilians there is absolutely no difference at all. All perform the same set of functions under written laws or standing rules, and exercise the same powers under codes applicable to all India. I believe that the term "Uncovenanted" originally came into use to distinguish Europeans who came out to serve under covenants from Europeans who came out to serve without covenants. The "Uncovenanted Service" originally had no reference to Natives. This, however, is only my impression, and I may be wrong.

21. I am of opinion that the time has arrived for doing away with the term "Covenanted Service" altogether, and designate the service as "Her Majesty's Civil Service," divided into a higher and lower branch, that is to say, the former to consist of the present Covenanted Civil Service (Native and European) and the Statutory Civil Service, and all the *superior* offices of the miscellaneous departments, such as the Revenue Survey, Revenue Settlement, Forest, Geological Survey, &c., and the latter, all the upper grade officers of the present Uncovenanted Service, such as Deputy Collectors, Assistant Commissioner of the Salt and Excise Departments, and of the Police Force, Opium, Customs Department, Forest Settlement, Survey, &c. In all these departments there are men who, in respect of gentility, education, and ability and training, are in no way inferior to any to be met with in the Covenanted Service.

22. My leading idea is that Her Majesty's service would be thereby welded into one whole service, such as is obtaining (I believe) in all Her Majesty's colonies. There is nothing, as far as I know, in the terms of their covenants which are of a specially punitive nature, or terms as to pay, pension, &c., which cannot be otherwise stipulated for. Nor is it likely that any member of the service will desert so long as it is worth his while to stay in it. Even if desertions take place for want of the security of a covenant, there will not be much difficulty in finding recruits to fill up the vacancies.

23. If this proposal finds favor it will only be necessary that a Subordinate Executive Service be formed of all those not absorbed in the two higher branches of the Civil Service. As regards appointments in this service, the system of the general and special tests which has been obtaining in the Madras Presidency with such satisfactory results, may with advantage be introduced in all the Administrations, with such modifications as may be necessary to suit local circumstances.

24. Besides the unification of the service the other great advantage would be to throw open to competition numerous miscellaneous departments of the State service, which are now practically close preserves, and where inefficiency and favoritism reign rampant. There will be a wider field thereby opened for the educated young men of the country, who are now increasing in numbers year by year, and who will never cease to complain and become disaffected so long as access by open competition (a fair field and no favor) to a large number of departments containing honorable and well-paid appointments is denied to them. A measure, such as I propose, will, I humbly think, crown the labors on which the Public Service Commission are now engaged, and will, more than anything else, assure the wavering, and reassure the assured, among the people of India of the reality and sincerity of the declarations made from time to time by Parliament and the Sovereign in respect of their desire to treat all Her Majesty's subjects alike, without distinction of caste, color or creed.

No. XII.

RAJA SIR T. MADHAVA RAO, K.C.S.I.

I.—Working of the existing Statutory System.

Vol. V. Sec. III. Sub-Sec. B.

Raja Sir *T. Madhava Rao.*

1. WHAT is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general, or is it confined to certain sections of the community?—The Statutory system has not worked here long enough for the general public to form a definite opinion about it. The educated classes of the community seem to be dissatisfied with it.

2. What are the grounds upon which any such feeling is based?—The educated classes seem to want the selection of candidates to be made with reference, chiefly, to educational merit, and this can hardly be done. Moreover it is considered that, the selection being left to the absolute option of Government, that option has been exercised in favor of candidates without official training or experience—in favor of candidates not the best for the public service.

3. Do you consider that Section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide?—I would include Natives of the Native States in subordinate alliance with her Majesty.

II.—Mode of Selection of Statutory Civilians.

4. On the assumption that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your province?—It would not be unfavorably regarded if the nominations were on proper and known grounds.

5. How would a system of nomination, to be followed by a period of probation, be regarded by the same classes?—No reason why it should be disapproved.

6. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—Not with the desirable certainty or probability.

7. Has experience actually shown such a system to secure well-qualified officers?—Experience has not been long enough to judge.

8. Do you consider that nominations should be confined to persons of proved merit and ability?—Yes; certainly.

9. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—(*a*) By means of suitable examination; (*b*) by means of the result of University examination already passed; (*c*) by means of professional success or reputation achieved; (*d*) by reference to social position and circumstances; (*e*) by probationary performance of the actual duties; (*f*) by actual services already performed, as, for instance, in the Uncovenanted Service.

10. How would a system of limited competition amongst persons nominated for this purpose by the local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded?—I think it undesirable to associate the Universities in the nomination, because the local Governments are far better judges in the matter, and will take into consideration the University examinations which may have been passed by the candidate. Such limited competition may be had recourse to when the comparative merits of the candidates cannot be otherwise determined.

11. In preference to either of the above systems (nomination and limited competition) would a system of open competition, pure and simple, for the Statutory Service commend itself to the Native community?—I do not think so.

12. If competition (whether limited or open) is preferred, should there be one competition for all India, or separate competitions in each province?—One competition for all India would not be suitable, and would cause serious embarrassments. Therefore there should be separate competitions in each province.

13. If there were only one general competition, how would you ensure a due proportion of appointments falling to the population of the several provinces?—There would be this and many other difficulties.

14. Having regard to the varying educational standards reached in the several provinces, and the varying conditions prevalent therein, is it possible to have any one system of selection for all India which would not result in the inhabitants of some provinces being more or less excluded from a due share of appointments?—It does not seem possible.

15. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social and physical fitness?—Yes, I would.

16. If so, what should be the tests under each of the heads specified?—The age should

be not less than twenty-one years. The candidate must possess a fair knowledge of the English language, and must be an educated gentleman. Physical fitness should be testified to be a medical certificate.

Moral and social qualifications must be judged by the Government.

17. Do you consider that (after selection, whether by nomination or competition) there should be a period of probation?—There should be a period of probation, unless it is rendered unnecessary by some of the considerations enumerated in answer to question No. 9.

18. If so, what should be the duration of the probationary period?—At least one year, and more in reference to the consideration set forth in answer to question No. 9, but not exceeding two years.

19. Should the period of probation be passed in the ranks of the Uncovenanted Service or of the Covenanted Service, or in what other manner?—In the Covenanted Service if the candidate has not already proved himself in the Uncovenanted branch.

20. Do you consider that after selection and before entering on probation (or on duty) the person selected should undergo special training?—Special training is desirable when previous service or professional practice has not already imparted it.

21. If so, should the special training be carried out in India or in England?—In India, not in England.

22. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—It is very doubtful.

23. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service?—No.

24. Are you in favor of the establishment of scholarships tenable by Natives in England for the purpose of enabling them to qualify for the Civil or Statutory Service?—No.

25. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England or have gone to England to add to their qualifications and those who have not?—I do not think so.

26. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates is it likely that it would be taken advantage of to any great extent?—It is not likely.

27. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—It would still be necessary to retain the Statutory system. Under the most favorable circumstances a very small proportion of the people would go to England; in justice to the vast remainder the Statutory system must still be retained.

III.—Competition in England for the Indian Civil Service.

28. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—I do not think so.

29. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition? If so, what form or forms should such facilities take?—The age limit of the candidate may be raised.

30. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—Such appointments should not be given to such Natives.

31. Should they on appointment to the Statutory Service in India be subject to the same incidents as apply to other persons appointed under the Statutory rules?—I think they should be.

32. What class or classes of Natives in your province readily go to England?—None worth speaking of.

33. Are objections entertained to going to England; and, if so, what are they, and by what classes in particular are they felt?—Objections are entertained. They are such as the following:—

(*a*) Great expense.
(*b*) Great inconvenience.
(*c*) Risk to health.
(*d*) Loss of time.
(*e*) Risk of eventual failure.
(*f*) Probable loss of social status.
(*g*) Denationalisation.

They must be felt by most classes which recruit the public service, and particularly by the Brahmin community, which has from time immemorial maintained intellectual and moral ascendancy and social influence in India. The objections will be felt also by a considerable proportion of the landed and moneyed aristocracy.

34. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all?—There should be one and the same examination for all.

35. If the standards and conditions were different, how would it be possible to compare the results in the two examinations so as to bring out one list in order of merit?—It would be hardly possible.

36. Would it under such circumstances

be desirable to allot a fixed proportion of appointments to each of the two examinations ?—No.

37. If a fixed proportion of appointments were allotted for a Native examination in England, do you consider that, in view of the objections against a voyage to England and life there, the cost thereof and the chances of failure, a sufficient number of suitable candidates from your province would be available to make the competition a real competition ?—I do not so consider.

38. Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters in any respect place Native candidates at a disadvantage as compared with English candidates ?—I consider that the Native candidates would be placed at considerable disadvantage in many respects.

39. If so, in what respects are Native candidates placed at a disadvantage, and what alterations would you recommend with a view to remove that disadvantage ?—The disadvantages are too obvious to require explanation. It is hardly possible to remove the disadvantages.

40. If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates; and, if so, what should the limits for Native candidates be ?—Yes. It should be not less than twenty-three.

41. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage ?—I do not think they would complain, but if they did it would not be reasonable.

42. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your province ?—From all classes generally—from all classes which furnish recruits to the public service.

IV.—Competition in India for the Indian Civil Service.

43. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations ?—I do not advocate it.

44. How would this method of selection be regarded by the Native community generally ?—Not favorably.

45. If you advocate such a system, would you restrict the competition in India to Natives and that in England to English candidates, or would you admit both classes freely to either examination ?—If ever both classes are to be admitted freely to either examination, I would have a rule that the candidate should have resided in the country in which he elects to be examined three full years preceding the year of examination.

46. If Native candidates were admitted to the competition in England, while English candidates were excluded from the competition in India, on what grounds could this distinction be justified ?—See answer to Question No. 45.

47. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure ?—For obvious reasons the educational effect of Indian institutions on the youth of India must be inferior to that of English institutions on the youth of England. But, considering the intellectual powers of the Natives, the Indian institutions may be easily made to accomplish anything that may be required.

48. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others ?—No.

49. Would it be likely to lead to the undue preponderance of any one class or caste in the public service ?—No.

50. Do you think there are any objections on political or administrative grounds to open competition in India ?—I do not think there are any.

51. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service ?—No.

52. Under such a system how would it be possible to provide against the Natives of a province in which education is comparatively backward being excluded from appointments in their own province ?—It would not be possible.

53. Would a system of provincial examinations be preferable to one examination for the whole of India ?—I think it would.

54. Under a system of open competition in India would the successful candidates be regarded as occupying position inferior to that of persons who enter the service through the channel of the open competition in England ?—No.

55. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed ?—On the whole it would be disadvantageous to the Natives of India.

56. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is

there any reason why the rules in regard to pay, leave, pension, &c., should not also be different?—The rules in regard to pay, &c., must be different.

V.—Promotion from the Uncovenanted Service.

57. What special provision, if any, do you think should be made for the appointments to Covenanted posts of deserving members of the Uncovenanted Service?—Some special provision must certainly be made. It may be by setting apart certain Covenanted posts for the purpose.

58. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service, and, if so, what classes?—They should be restricted to the holders of the higher appointments in the Uncovenanted Service, such as Deputy Collectors and Sub-Judges.

59. Should persons so appointed be appointed provisionally and be required to pass through a period of probation before final confirmation?—Probation may be dispensed with, or limited to one year, if past service affords sufficient evidence of the required merit and ability.

60. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the *higher* Covenanted offices without requiring them to pass through the lower grades?—Yes.

61. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—Yes.

62. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—The same provision which is made for the members of the Uncovenanted Civil Service generally will apply in this case also.

63. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India"?—See answer to Question No. 62.

64. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty who possess the qualifications that may be from time to time prescribed?—No; I think that expediency demands that the Natives of India should be preferred for the Uncovenanted Service of India.

65. If the Uncovenanted Service is closed to any natural-born subjects of Her Majesty, on what grounds, bearing in mind the terms of Acts of Parliament and Her Majesty's Proclamation of 1st November, 1858, is this to be justified?—It is a question of justice, policy and expediency.

VI.—Pay, Leave and Pension for Natives of India appointed to Covenanted posts otherwise than through the channel of competition in England.

66. Is the rate of pay at present granted to Statutory Civilians during probation and on final appointment respectively sufficient?—The initial rate of salary seems insufficient.

67. If not, on what grounds do you consider it insufficient, and what rates of pay should, in your opinion, be granted to Statutory Civilians (*a*) while on probation and (*b*) on final confirmation in their appointments?—The initial rates would not enable the Statutory Civilian to maintain himself and family in a respectable manner in reference to his position and power to hire a decent house, to keep a decent carriage, and to maintain household servants to attend upon him, when his duties demand, travelling from place to place over large districts. I should say that the minimum should be Rs. 300 to Rs. 400.

68. Would these rates of pay be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service?—All I would say is that a member of the Uncovenanted Service promoted to a Covenanted post should find that he is a gainer in respect of pay and not a loser. The scale of pay should be accordingly regulated.

69. Would they be suitable in the case of persons appointed to Covenanted posts from the professional classes?—They may be.

70. How would you treat, in regard to pay, such persons if appointed to any of the *higher* Covenanted posts without being required to pass through the lower grades?—The persons concerned have the option to accept or refuse the appointment.

71. Do you consider that a difference should be maintained between the rates of pay granted to Covenanted Civilians who enter through the competitive channel in England and to persons holding Covenanted posts who do not enter through that channel?—Yes, a difference should be maintained.

72. If so, what would you consider the fair rate of reduction to be made in the case of persons holding Covenanted posts who do not enter through the competitive channel in England?—One-third.

73. Would you approve of an arrangement by which the pay of appointments would be a fixed sum, to be drawn by the holder, whether he is a Covenanted or a Statutory Civilian, with an additional staff allowance, to be drawn by those only who enter the service through the examination in England?—No.

VII.—General.

74. How far is the existing system of education in the higher schools and colleges in India well adapted for training young men to the public service? Can you suggest any improvements?—It is not well adapted for training young men to the revenue branch of the public service, but it is fairly adapted for training men to the public service in the Judicial, Medical, Engineering, Educational and general branches.

75. In 1854 Lord Macaulay's Committee were of opinion that the best, the most liberal and the most finished education to be procured in England was a necessary qualification for admission to the Civil Service. Do Indian schools and colleges at present supply an education of so high a standard?—Perhaps they do; if not, they may be easily made to do so.

76. Do you consider that Indian schools at present develop the force of character and other qualities required for English administration?—Not generally. I have, however, met with many instances in which such qualities have been developed as the result of careful tuition or of self-education. My belief is that, in the vast and intelligent population of India, it is possible to find or to prepare candidates in possession of any required qualifications.

77. Do we now obtain for Government service Natives of the classes who under Native rule carried on the civil administration of the country?—There were no distinct classes the Natives of which carried on the Civil administration of the country under Native rule.

78. If not, where must we look for representatives of these classes, and how do you consider that their services could be best obtained?—As there were no distinct classes of the sort they are not now identifiable. A few families may be traced out here and there, but it does not follow that talent is hereditary in them.

79. How far would any system of appointment which involves a journey to, and residence in, England be regarded by the Native community as open to objection on the ground that it requires Hindu candidates to abandon their caste as a condition of entering the Civil Service?—Though a few members of the community of educated Natives may express a liking to such system, the great mass of Natives would regard it as objectionable, and might even misunderstand it, and suspect in it an intention to undermine religion or customs more or less connected with religion.

80. How far would such a system be regarded as open to objection on the ground that it restricts the field of selection to those candidates who are wealthy enough to undertake the cost of a journey to, and residence in, England?—The system would be open to objection also on the ground mentioned in the question.

81. Are the Natives who go to England from your province for purposes of education limited to the wealthier classes?—Very few go to England from this province. If they could afford it many would go from the poorer classes.

82. Are they limited to any particular section of the community, or to any particular creed?—No.

83. Does a voyage to, or residence in, England involve the loss of social position or other unfavorable consequences in the case of any section of the Native community?—It does in the case of Hindus generally, and that of Brahmins especially.

84. Does it result in placing those Natives who undertake it more or less out of touch and sympathy with their fellow-countrymen on their return to India?—It certainly does.

85. Would the requirement of a temporary residence in England as a condition precedent to, or following on, appointment to the Government service have the effect of excluding from such appointment any considerable or important section of the Native community?—Yes, it would.

86. If the Statutory system is discontinued, should special provision be made for the appointment to Covenanted posts of Natives who, for religious or other sufficient reasons, are unable or unwilling to undertake a journey to, and residence in, England?—Yes, as a matter of justice and good policy.

87. If so, what provision should be made for this purpose?—Provision should be made for nominating a proportion of persons of proved merit and ability belonging to the disabled class, and the provision would be very like that of the Statutory system.

88. If the Statutory system is discontinued, do you consider that special provision should be made for the appointment to Covenanted posts of capable members of the professional classes?—Yes.

89. If so, what provision should be made for this purpose?—Provision should be made for nominating a proportion of persons of proved merit and ability belonging to the disabled class, and the provision would be very like that of the Statutory system.

90. Whatever system or systems may be adopted, ought power to be reserved to Government to appoint to Covenanted posts candidates of high family, subject to such antecedent guarantees of fitness as may be considered sufficient in each case?—Yes, certainly.

91. Ought similar power to be reserved to Government to appoint to Covenanted posts persons who have proved their merit and ability in Government service, or in the exercise of a profession, without preliminary examination or competition?—Yes.

92. If a thorough knowledge of English were made an essential qualification for ap-

pointment to Covenanted posts, would the field of selection in the case of persons already in the Uncovenanted Service, or engaged in the exercise of a profession, be unduly limited thereby?—It may have that effect in provinces very backward in education.

93. If such is likely to be the case, could the difficulty be obviated by requiring proficiency in the English language to be tested by periodical examinations *after* selection, but during a probationary period?—Hardly so.

94. Should provision be made for the occasional appointment in very special and exceptional cases to Covenanted posts of persons of known ability and local influence whom, although they may never have held office, and may not possess special professional qualifications, and although their age may exceed the limit laid down for untried candidates, it might nevertheless be considered desirable to appoint to the higher grades for political or other reasons?—Such provisions may be made, provided there is a fair certainty or probability that the duties of the post will be fairly performed.

95. Would it be desirable to rule that the proportion of persons being Hindus and Mahomedans respectively, who are from time to time, or over a series of years, appointed to the Covenanted ranks in any province, should bear a certain relation to the number of the two classes composing the population of the province concerned?—Large discretion should be left to the Government in this regard.

96. What classes, ranks or professions of the Native community should be included among Mahomedans and Hindus respectively for the purpose of ascertaining the proportion of the population of each of those classes in the several provinces?—In actual practice there would be no difficulty in ascertaining the proportion.

97. How far should appointments in each province to Covenanted posts be restricted to Natives of the province concerned?—As far as may be possible.

98. How would the following scheme be regarded by the Native community?—(1) The Covenanted Civil Service to be reduced to a fixed number of European officers, admission being by competition in England, confined to European candidates only. (2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, Natives only being eligible.—On the whole, and all considerations being duly weighed, the Native community ought to approve of this scheme, at least for a trial of twenty-five years.

99. How would you regard such a scheme?—For my part I regard the scheme as the best solution for the next twenty-five years, subject to reconsideration at the end of that period. It would have many advantages, it would be free from many disadvantages, it would meet important interests, and it would fulfil one condition, which I much desire in the interests of good government, and also in view to the further development and proof of the merit and ability of the Natives of India in relation to the public service, *viz.*, that the high superintending, controlling and moulding functions of the British Empire should be performed, at least for a generation or two, by European gentlemen in possession of the best and most liberal and the most finished education procurable in England. It cannot be incompatible with this that there should be instances of worthy Native gentlemen being associated with such European gentlemen in the character of colleagues or coadjutors, as, for instance, in the Executive Council, in the High Court and the Revenue Board.

100. How would the Native community regard the following?—(1) The Covenanted Civil Service to be reduced to a fixed number of appointments to be filled by competition in England, to which Natives and Europeans alike would be admitted. (2) The appointments taken from the Covenanted Civil Service to be filled by appointment in India, both Natives and Europeans being eligible.—The scheme herein mentioned is decidedly inferior to the one immediately preceding, and the Native community would think so.

101. How would you regard such a scheme?—I think this scheme decidedly inferior to the one immediately preceding.

102. If either of the above schemes were adopted, how would the Native community view a proposal to combine the higher appointments of the Uncovenanted Service with the appointments taken from the Covenanted Civil Service so as to form an enlarged Civil Service to be recruited in India?—The Native community would not like the proposed combination.

103. How would you view such a proposal?—I dislike it. I would retain the present Uncovenanted Service, and place between it and the Covenanted Service the proposed fragment of the latter, comprising appointments taken from the Covenanted Service. The fragment should have the character of being more a part of the Covenanted than of the Uncovenanted Service.

104. How would the Native community regard the following scheme?—(1) A certain number of appointments in the Covenanted Civil Service to be reserved for Natives; (2) a certain proportion of that number to be filled by competition or by some other system in India; (3) the remainder to be filled by competition in England.—I doubt if the Native community will approve of this scheme.

105. How would you regard such a scheme?—I do not regard it favorably.

106. Assuming a system of nomination or of limited competition among nominated candidates, would Native opinion be in favor of giving a preference, as between candidates possessed of certain preliminary essential qualifications and having on general grounds fairly equal claims, in the following or any other order, to (*a*) members of families of tried loyalty and distinguished service; (*b*) persons of good social status and influence in the country; and (*c*) persons of superior educational attainments, such as persons who have taken the degree of M.A.—Native opinion would be in favor of giving such preference in the order mentioned.

107. What is your opinion as to giving such preference?—I am in favor of giving such preference, and in the order mentioned, because it is in accord with reason and Native traditional feeling.

108. How would the Native community regard a system of nomination on the ground of merit and ability shown in the service of Government, or in the exercise of a profession, alternating with a system of selection by means of competition, whether entirely open or amongst nominated candidates?—The Native community would not object to such a system.

109. How would you regard such a system?—I have no objection to it, but I prefer the system I approved of in answer to questions Nos. 98 and 99.

110. If the Statutory system were maintained, and if a probationary period were required from nominees or selected candidates before final appointment, would it be necessary to insist upon such probationary period in all cases, *e.g.*, in the case of a person who has done good service in the Uncovenanted ranks?—No, provided the service to be done is not different from the service already done.

111. In the case of persons nominated from the professional classes is it desirable that a probationary period should be prescribed?—At least a year's probation would be on the safe side, as it would elicit evidence as to temper, judgment, manners, &c.

112. If so, is it necessary that the incidents of such period as to duration and pay should be the same as those attached thereto in the case of Statutory Civilians appointed on probation to the lowest grade of the Covenanted Service?—Yes, as a general rule.

113. On what principles should the promotion of Natives appointed to Covenanted posts otherwise than by the channel of the competition in England be regulated?—I would regulate their promotion according to fitness, personal merit, character and duration of the services performed. These and other considerations are, of course, well known to the Government as guiding promotion in any service. Such considerations do not admit of exact valuation, but there will be no difficulty in practice.

114. Would you regulate such promotion only by considerations of fitness and approved personal merit?—See answer to question No. 113.

115. Should subjects of Native States be eligible for appointment to Covenanted posts in British India?—The subjects of Native States in subordinate alliance should be eligible on the same terms as the Natives of British India.

116. If so, should this be extended to all Native States in alliance with the Crown, or only to those in subordinate alliance?—Only to those in subordinate alliance.

117. What system, if any, is at present adopted in your province for bringing into the public service persons who, from their position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeship?—I am not aware of any.

118. Does the system work well, and what improvements can you suggest?—See answer to the preceding question.

No. XIII.

M. R. Ry. T. KANARAN, B.A., HEAD MASTER, B. G. M. P. HIGH SCHOOL, TELLICHERRY.

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M. R. Ry.
T. Kanaran.

I VENTURE to lay the following brief answer to some of the questions contained in head VIII of your list of questions, and request you will kindly do me the honor to place the same before the Commission for their kind and favorable consideration:—

The present system of regulating appointments to the subordinate executive and subordinate judicial services is regarded by the influential Native community as one in which the voice of the European presiding officer forms the mainspring, and so objectionable, on the ground that, in the majority of cases, such officers form their opinion of the merits or demerits of a candidate, not from their own direct and personal experience, but from what they are allowed to see of him through the distorted mirror of their senior Native assistants. The system, as at present constituted, almost precludes the possibility of a candidate of a moderate degree of self-respect, though of the necessary, nay even decided, educational qualifications, from gaining admission to these services. For he has to pass through the very lowest grades of the service, where promotion goes according to mere seniority or favoritism, and each step has to be won by the good graces of the officer next above him. It is too often unfortunately the case—at least in the mofussil—that the seniors of such officers (officers of education admitted to the lowest grades) happen to be men of the old school, with no educational qualification, and they have thus to wait till the way is cleared for them by the removal of such impediments by pension, or by the hand of death, or, as it sometimes happens, by favoritism lifting it out of the way. I can quote many instances in my province where vacancies of posts, carrying with them decent salaries, have been filled up, as a rule, either by an unmerited promotion from the lower grade, leaving the very lowest place for the outsider, however superior may be his attainments and social position, or by the choice of a new hand, determined by some mysterious rules antagonistic alike to merits and qualifications. In a quite recent case a post, carrying with it a salary of Rs. 15 per mensem (a salary which, by the bye, is not more than what a very ordinary carpenter or mason may get, with not one-tenth as much labor or expense for his education), fell vacant, and there were a number of applicants, counting among them some First-in-Arts men and even one or two graduates. But the officer in whose gift the appointment was bestowed it on an unpassed man with cynic contempt for all University degrees and other marks of education. It thus happens that Natives of good family and education are actively shut out of these services, for they scorn to pass through such a humiliating course of apprenticeship, and the few who are willing are also debarred for want of influence in the office to obtain for them even that.

There is still another difficulty the would-be aspirants to the services referred to have to struggle with, namely, the senior Native assistants, who have the ear of the European presiding officers. These officials are, in ninety-nine out of hundred cases, men who have reached such positions through the secret door of "master's pleasure," having no more educational qualification than that which the examination with a long title and little substance—the Uncovenanted Civil Service Examination, the "open sesame" to the public service—could give them. Such being the case higher attainments generally, and University degrees in particular, become sour grapes to them, and are naturally looked down by such persons, and the unfortunate candidates who have the misfortune, or foolishness, as they seem to regard it, to possess these superior qualifications have little chance of finding favor in their eyes. If, as they cry out, it be a fact that the higher University degrees fall short of the lower examinations, and the all-important Uncovenanted Civil Service Examination—an examination which a boy in the Upper IV class of a decent school is expected to pass—in point of educating and refining influence, the charge should in justice be shifted from the shoulders of the innocent recipients of such honors and laid to the door of the University authorities for their perverse curriculum.

Natives of good family and education, as far as my experience goes, do readily offer themselves as candidates for such posts, but, owing to the difficulties pointed out, they have, and can, but rarely succeed. Disgusted and disheartened by repeated failures where they would reasonably have expected to succeed, they at length give up the attempt and take to other walks of life. The present overcrowded state of the Bar—the only literary profession to which education coupled with character can at present command admission without the passport of official recommendation—is a sufficient and unmistakable evidence that the said services must be sufficiently attractive to Natives of the class referred to in Question 168, and indeed it will not be far wide of the mark to state that the Bar is at present composed for the most part of disappointed aspirants to these services, as will be manifest from the fact that many of its members eagerly take up posts as Munsiffs, &c., when offered to them.

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M. R. Ry.
T. Kanaran.

The system that I shall venture to propose is a competitive examination upon the model of that obtaining in the Bengal Presidency for regulating minor appointments; and for the higher a probationary service, as in the Registration Department of this Presidency, but with this qualification, that the probationers be determined by competition.

The age restriction I should think an unnecessarily a rigorous one. In India students have to go through two courses of instruction—one in their own Vernacular in the indigenous schools, where, from the defective system of teaching adopted, progress is very slow, and the other in English in English schools; so that by the time they have taken even their first degree they are well nigh twenty-five, and, not to speak of the time required for additional degrees, they are sure to be over age in a very short time after leaving school and before obtaining a situation under Government. This restriction, I presume, has been imposed to fence round the pension list; and for that purpose the limitation is superfluous, inasmuch as only a specified period of service can claim pension, whatever may be the time of entering the service; and so, even if a man gets into service after twenty-five, he will have no claim for pension if at the end of his competent period of service it should be found that he has not reached the length required. Mr. Garstin's recommendations on the point are, I think, well worthy of consideration. For appointments as Magistrates I should suggest, in addition to the above conditions, that a higher educational qualification should be demanded, for magisterial authority becomes an exceedingly dangerous weapon in the hands of men who have no proper mental culture, whose sense of right and wrong is not sharpened, and who have not learned to place justice beyond all other considerations. It might be contended that such defects are dangerous in Munsiffs and other judicial officers, but it cannot be denied that to every right-thinking man liberty and honor are more precious than property.

I must express myself strongly in favor of laying down a rule that high educational capacity should be regarded as an essential qualification for appointment to the subordinate executive and subordinate judicial services. If Natives of the present day are in any way better fitted to discharge executive and judicial functions than in the early days of British rule, it cannot be that their family connections have wrought the change. The one important factor at work in this change is English education, and, by insisting upon it as a *sine quâ non*, Government will only be consistently carrying out the pledge contained in Her Most Gracious Majesty's Proclamation of 1858—the Magna Charta of India. Besides an efficient discharge of these functions requires a thorough conversancy with certain subjects, which are accessible only through English.

The present University examinations should be sufficient for all intents and purposes, and a separate test is superfluous, as otherwise there will be an apparent divergency of ends between the Government and the University authorities, which will be irreconcilable with the fact that the education of the country is in the hands of Government.

No. XIV.

THE HON'BLE J. A. BOYSON.

I HAVE the honor to acknowledge a communication from the Secretary to the Public Service Commission, No. 17, forwarded through you, with annexures.

1. As I have not had occasion to specially study this question I do not feel qualified to express any definite opinion on such an important subject, or to attempt to answer *seriatim* the voluminous list of questions submitted. I would, therefore, prefer to express my views briefly in writing on the question generally rather than offer myself to tender evidence before the Commission.

2. The object of this enquiry I take to be twofold: (*a*) A desire to give Natives of India a greater share in the administration of the country; (*b*) a desire for retrenchment in the cost of administration where such retrenchment is practicable.

3. Speaking generally I think the time has arrived for making some considerable concession to the legitimate aspirations of the Natives of India for more voice in the management and control of the administration of the country—aspirations which are the natural outcome of the higher education which has been given to the people.

4. As a preliminary measure I would give them (*a*) the fullest liberty, and encourage them to avail of that liberty, in all schemes of local self-government; (*b*) I would make our only *quasi*-representative assembly—the Legislative Council—more representative. I would enlarge it by the admission of more Natives of India and others, and I would extend the scope of its functions so as to admit of its members interpellating the Government on questions of executive administration. This latter step would create a healthy criticism, which, in my opinion, would be beneficial. The budget estimates also might be submitted to this assembly for its opinion before being sanctioned and passed. Natives, as a rule, are adepts in questions of finance, and, I believe, many economies would be suggested by them which would not occur to the European mind.

5. I do not, however, think—and I give expression to this sentiment with much reluctance—that the time has yet arrived for admitting the Natives of India to the higher branches of the administration. At present, and for many years to come, they will not, except perhaps in rare and isolated cases, be sufficiently self-reliant to efficiently discharge the responsible duties which the officers in the higher grades of the service are so frequently called upon to perform. Moreover, until the two races become more amalgamated, the natural aversion of the European to serve under the Native will inevitably, in the event of such amalgamation, lead to much friction and consequent disorganisation of the administrative machinery.

6. The higher grades of the Covenanted Civil Service, from Collectors upwards, should, I think, be entirely composed of Europeans, though their numbers might be reduced from their present strength, and thereby retrenchment might be effected; but on this latter point I will not venture to express any opinion.

7. The lower branches of the service, from divisional officers downwards, I would open to the Natives of India and others. The appointments to be made in such proportions as may be deemed desirable, and by selection from the Uncovenanted Service or from whatever service may be substituted for the existing Statutory system.

8. Of the working of the Statutory system I have no special experience, but I believe it is generally admitted to be a failure, as it does not ensure the selection of men best qualified by birth, education and training to share in the administration of the country. In lieu of this system a subordinate service might be created, admission to same to be through competition in India, or through competition and patronage combined. I have heard fears expressed that a service of this kind would ultimately be composed of one class, *viz.*, Brahmins. Powers, however, might be retained for due admixture by restricting the number of any particular caste.

9. I am in favor of having only one entrance examination for the Covenanted Civil Service, and that to be, as at present, in England. I, however, see no objection to the extension of the age for admission to twenty-three years, provided it applies to all applicants for admission, as I think that this country would benefit by the service being recruited by men of more mature age than at present.

10. Finally, as the present situation is in a great measure due to the rapid advance the country has made of late years by means of higher education, I would venture to remark that the present system of education is unsatisfactory in its results, as it tends to raise a dissatisfied class, for whom it will be yearly more and more difficult to find employment, as the sole object of the

educated Native now appears to be to get employment in Government service. I would not, of course, discourage higher education, but I would make those who aspire to a University course pay for it instead of getting it for practically nothing, as is now the case. The Government should also, and this is most important, encourage technical education more than it does at present. It is of prime necessity that other and seductive careers should be opened, so that the ambition of the educated Natives should cease to be concentrated solely, as is practically the case now, on Government service. This would result in very beneficial effects in the material prosperity, development and finances of the country.

No. XV.

M. R. Ry. V. Jagannadha Row Pantulu, Deputy Collector, Vizagapatam.

I.—Working of the existing Statutory System.

1. What is the prevalent feeling in your province regarding the existing Statutory system? If the feeling is one of dissatisfaction, is the dissatisfaction general or is it confined to certain sections of the community?—The prevalent feeling in this province regarding the existing Statutory system is one of dissatisfaction, and it is at present confined to the educated and intelligent sections of the community. It is possible that the feeling will, in course of time, extend to the other classes.

2. What are the grounds upon which any such feeling is based?—The grounds of dissatisfaction are (1) that the Statute of 1870, and the rules framed thereunder, allow to the local Government and to the Government of India the option of selecting individuals for the Statutory Service, and (2) that this option is liable to be abused.

3. Is the feeling of dissatisfaction, if it exists, directed against the Statute itself (33 Vic., Cap. 3, Section 6), or is it directed against the rules framed thereunder?—The feeling of dissatisfaction is not directed so much against the Statute itself as against the rules framed thereunder.

4. If the Statute itself is objected to, is it because its provisions admit persons to specific appointments only, and not to membership in an organised "service"?—The Statute is objected to partly because its provisions do not admit persons to membership in an organised "service," and partly for the reasons given in answer to the following question.

5. Are the objections based on other, and if so what, grounds?—The further objections to the Statute are, that it empowers the Government of India to prescribe rules with the sanction of the Secretary of State, and that the rules are liable to be framed and administered in accordance with the political views of the successive Viceroys and Secretaries of State for India rather than in strict accordance with the interests of the Natives.

Further, the Statute does not specify the nature and character of the "office, place or employment" in the Civil Service to which a Native might legitimately aspire. Declarations, read in conjunction with the Statute in question, are likely to raise hopes in Natives which it would not be possible or politic for any Government ever to fulfil. Indeed the Statute of 1870 looked, in the opinion of the Natives, as an advance towards an official millennium, but it has only served to tickle their fancy and incite their ambition to an unreasonable extent. It is, therefore, desirable to put the language of the Statute beyond all doubt and obscurity.

6. If a desire is felt for enrolment in a general service, what are the reasons for this desire?—The desire for enrolment in a general service is not so much for its pay and emoluments as for the social and official status it gives. The pay of all the future Civilians might be reduced by at least twenty per cent., and that of the Statutory Civilians fixed at two-thirds of it, as at present.

7. What amendments do you advocate in Section 6 of the Statute?—I would amend Section 6 of the Statute so as to make it clear which of the appointments reserved for Covenanted Civilians under the Act of Parliament, 25 Vic., Cap. 54 (A. D. 1861), are still reserved for Europeans as representatives of the ruling race; and what proportion of the remaining appointments are to be given to the children of the soil, either on the system of nomination, or on competition in India, and what on general competition in England. I would reserve the following appointments to Europeans and leave the rest for disposal otherwise:—

Appointments.	Reserved by the Statute of 1861.	Now proposed to be reserved.
1. Members of Council	2	2
2. Chief Justice, High Court ...	...	1
3. Judges of High Court ...	2	1
4. Members of the Board of Revenue	3	2
5. Commissioner of Salt and Abkari	...	1
6. Director of Revenue Settlement and Agriculture ...	...	1
7. Secretaries to Government ...	2	2
8. Under-Secretaries to Government ...	2	...
9. Secretaries to the Board of Revenue	2	1
10. Collectors of districts	21	21
11. Collector of Customs, Madras ...	1	...
12. District Judges ...	21	...
13. Principal Assistant Collectors ...	2	...
14. Sub-Collectors ...		...
15. Senior Assistant Collectors ...	2	...
16. Head Assistants ...	18	...
17. Special Assistants...	4	...
18. Resident of Travancore ...	...	1
Total ...	95	33

I consider it highly desirable, both on political and administrative grounds, that the appointments enumerated in column 3 should be in the hands of Europeans, and I would accordingly advocate the modification of the existing Statutes of 1861 and 1870.

8. Do you consider that Section 6 of the Statute supplies such a definition of the words "Natives of India" as describes with sufficient clearness, fulness and accuracy the various classes of persons for whose appointment to Covenanted posts it is desirable to provide? If not, can you suggest any more complete or more satisfactory definition?—The definition of the words "Natives of India" as given in the Statute is, I think, sufficiently wide and clear. If any modification is at all necessary it is on the side of restriction, not expansion, of its scope. Those classes of Her Majesty's Indian subjects who, by virtue of their caste and religious tenets, are not precluded from going to England and competing there for the Civil Service have no valid excuse for seeking the benefit of the Statutory Service Rules. It is understood that "persons born and domiciled," &c., within the territories of Indian Princes, tributary to, or in alliance with, Her Majesty, are to be regarded as "Natives of India" for the purposes of the Statutory Service. This might be made clear by the Statute itself.

9. If the objections are directed against the rules framed under the Statute, do they relate to the mode or modes of selection actually adopted?—Exception is generally taken to the rules framed under the Statute as well as to the modes of selection actually adopted during the past six years. There was no certainty or uniformity in the modes of selection, and much dissatisfaction prevailed on this account.

10. Do they relate to the general conditions in regard to pay, promotion and retiring annuity under which Statutory Civilians hold their offices?—No objection is raised to the rules on the score of pay, &c., allowed to the Statutory Civilians.

11. Assuming the Statutory system to be retained, what amendments would you suggest in the rules with a view to remove any reasonable objections which may be felt to them?—The rules should be amended and amplified so as (1) to allow a larger proportion of appointments by nomination and competition in India than at present; (2) to fix the modes of selection, and prescribe the qualifications to be possessed, and the examinations to be passed, by the competition wallahs; and (3) generally to meet the peculiar requirements of each province in respect of the Statutory Civilians. The seven appointments of Civilians made for the Madras Presidency every year might, I think, be distributed as under:—

Four by general competition in England.
Two by general competition in India.
One by promotion from the Uncovenanted Service.

12. Do the general public view with any difference the status of Statutory Civilians and that of Uncovenanted officers? If so, on what grounds?—The general public view with some difference the status of Statutory Civilians and that of Uncovenanted officers in that they see and recognise in the former the future Collector or Judge of the district.

13. How is the present Statutory system regarded by members of the Uncovenanted Service?—Uncovenanted servants of standing and position do not regard the *present* Statutory system as very satisfactory, inasmuch as it affords room for inferior men to get over their heads.

14. Do competitive Civilians, English and Native, and members of the Uncovenanted Service, respectively, stand on a footing of cordiality with Statutory Civilians, or is there any friction between them?—Want of cordiality exists between the competitive Civilians and the Uncovenanted Service on one hand, and the Statutory Civilians on the other, but there has been no official friction on this account. Social friction, however, seems to arise occasionally, and it is likely to grow worse when the Statutory Civilians rise in rank and position and happen to hold district charges (Revenue or Judicial).

15. Has the Statutory system had the effect of securing men who, in point of education or natural ability, are superior to the average of those appointed or promoted to the higher ranks of the Uncovenanted Service? Has the result of the Statutory system been to secure the services of men of better social position and better family than those who usually accept posts in the Uncovenanted Service?—These two questions have to be answered in a distinct negative.

II.—Mode of Selection of Statutory Civilians.

16. On the assumption that the Statutory system is retained, how would appointment to the Statutory Service by nomination be regarded by influential sections of the Native community in your province?—The influential sections of the Native community do not regard the system of appointment to the Statutory Service by *nomination* with entire satisfaction. The educated classes hold the view that it opens the door to the exercise and abuse of patronage, and complain that the sons and scions of the wealthy and aristocratic are selected, in preference to them, regardless of their respective educational attainments.

17. How would a system of nomination, to be followed by a period of probation, be regarded by the same classes?—A

system of nomination, even if allowed by a period of probation, is not likely to meet with the approbation of the public, for the probation would be practically nominal.

18. Would a system of nomination, with or without probation, be likely to secure well-qualified persons?—A system of nomination, which means a nomination of untried young men, is not likely to secure well-qualified persons for the Civil Service, although cases of worthy individual exceptions may turn up occasionally.

19. Has experience actually shown such a system to secure well-qualified officers?—The system has now been on its trial, but for a brief period, and it would be premature to say whether it has failed or succeeded in securing well-qualified officers. Public opinion is on the whole unfavorable to it.

20. Do you consider that nominations should be confined to persons of proved merit and ability?—I am decidedly of opinion that nominations should be confined to persons of proved merit and ability. Mere success in University examinations is not, in my opinion, a sure test of a man's merit or administrative capacity. Neither is it a guarantee for a man's probity and efficiency.

21. If so, how do you consider that merit and ability should be held to have been proved for this purpose?—I consider that merit and ability should be held to have been proved for this purpose by approved service, either in the Uncovenanted ranks or in some legal profession.

22. How would a system of limited competition amongst persons nominated for this purpose by the local Governments or by the Universities, or by those authorities concurrently or alternately, be regarded?—A system of limited competition would be regarded as not only unnecessary but as mischievous; *unnecessary*, because the examinations already passed by the selected men are sufficient to show their respective educational attainments; and *mischievous*, because the older candidates are sure to be beaten by the younger. Those that left the college recently will have a decided advantage over those that left it some years ago, and it would be unreasonable to ask the latter to compete with the former in their long-forgotten school books, or to judge their usefulness in public life from their pass in this new examination, which, after all, would not be considered a more reliable one than the University examinations. A limited competition, therefore, such as that tried in 1884, would be regarded as not only useless but as very undesirable.

23. In preference to either of the above systems (nomination and limited competition), would a system of open competition, pure and simple, for the Statutory Service commend itself to the Native community?—A system of open competition would be acceptable to the Native community in preference to either nomination or limited competition.

24. If competition, whether limited or open, is preferred, should there be one competition for all India, or separate competitions in each province?—There must be separate competitions in each province, the question papers being the same for all India as well as for the Civil Service examination in England.

25. If there were only one general competition, how would you ensure a due proportion of appointments falling to the population of the several provinces? Having regard to the varying educational standards reached in the several provinces, and the varying conditions prevalent therein, is it possible to have any one system of selection for all India which would not result in the inhabitants of some provinces being more or less excluded from a due share of appointments?—The best candidates in each province, as determined by the result of the competitive examination, may be selected for service in that province, the system of selection being the same all over India.

26. Under any of the three systems of nomination, limited competition, and open competition, would you prescribe any tests of preliminary qualifications on the part of nominees or candidates in regard to (1) age, (2) intellectual capacity, (3) moral, social and physical fitness? If so, what should be the tests under each of the heads specified?—It is desirable to prescribe tests of preliminary qualifications on the part of candidates in regard to (1) age, (2) intellectual capacity and (3) physical fitness. It would be very difficult, if not impossible, to prescribe any practicable tests for the moral and social fitness of a candidate. In regard to age it should not, I think, be under twenty years and not over twenty-five, and no man who is not at least an under-graduate of some University, and who has not produced a medical certificate of good health and strong physique, should be allowed to compete for the examination.

27. Do you consider that (after selection, whether by nomination or competition) there should be a period of probation? If so, what should be the duration of the probationary period? Should the period of probation be passed in the ranks of the Uncovenanted Service, or of the Covenanted Service, or in what other manner?—I consider that, after selection by competition, a candidate should be made to undergo probation for a period of two years in the Covenanted Service. He must be made to work for some time in the Secretariat Departments, and for some time in the Revenue Board's office, in view to his acquainting himself with the routine of office work. He should, thereafter, be attached to some Collector's office, and be made to learn a variety of things to be done in all the departments of that office, includ-

ing the Treasury branch. He should afterwards be placed for a time in charge of a Revenue taluk, and be allowed an opportunity of acquiring a practical knowledge of what he had studied and observed in the various offices. He should, during the whole of this probationary period, be placed under the eye of some observant and able officer lest the probation would turn out a farce. Unless and until the man passes successfully through this ordeal, and unquestionably establishes his merit and ability, he should not, I think, be confirmed in the Statutory Service.

28. Do you consider that after selection and before entering on probation (or on duty) the person selected should undergo special training?—I do not consider it necessary that the person selected should undergo any intermediate special training before entering on probation, and the programme above sketched might be amplified so as to provide for the acquisition on the candidate's part, of any further qualifications (such as ability to ride) which may be deemed expedient.

29. If so, should the special training be carried out in India or in England?—Whatever special training is considered necessary should be carried out in India in the case of the Indian candidates, those that desire to go to England and compete there being allowed to do so. The latter should have the same pay and privileges as the European Covenanted officers, whereas the former should be allowed only two-thirds of their pay and be subject to the Statutory rules.

30. If in India, would it be possible, and, if possible, advisable, to establish an Indian Civil Service College on the basis of the Haileybury College which formerly existed in England?—I think it possible to establish an Indian Civil Service College on the basis of the old Haileybury College, but I do not think it advisable, on many grounds, to open one.

31. If you do not consider special training in England essential, would you encourage nominees or selected candidates to visit England with a view to add to their qualifications for the service? If so, what form should such encouragement take? Should it be offered before, or during, or after, the probationary period if any, through which nominees or selected candidates may be required to pass? Should it be offered before or after the nominees or selected candidates enter on their duties?—A brief visit to England, such as that herein contemplated, would not only confer no substantial benefit on the selected candidate but would entail, if he be a caste-Hindu, forfeiture of his caste, social degradation and consequent isolation from the Native society—results which it would be very undesirable to produce and foster. I would not, therefore, encourage a trip to England at any time. If the candidate had the moral courage to give up his caste, he could certainly have gone to England and competed there, inasmuch as he would have a decided advantage by doing so. The higher pay and privileges proposed should be a sufficient stimulus for him to go to England and pass there. The expense and inconvenience of an English life are minor matters, and need, I think, no special consideration in this connection. Were it not for the insuperable caste difficulty hundreds of Indian youths would have been this day found in the English colleges.

32. Are you in favor of the establishment of scholarships tenable by Natives in England for the purpose of enabling them to qualify for the Civil or Statutory Service? If so, how would you connect such a scheme with the selection of Natives for employment in the higher administrative posts in India?—I am not in favor of establishing Government scholarships for the benefit of Natives in England. Persons in well-to-do circumstances do not require any pecuniary assistance of this sort from Government, and it is neither desirable nor expedient to introduce a class of beggarly Civilians.

33. Do you think that any distinction should be made between the emoluments of nominees or selected candidates who have been trained in England or have gone to England to add to their qualifications and those who have not?—I think it but right that some distinction should be made between the emoluments of those that have passed the competitive examination in England and the emoluments of those that have not done so. The latter should be fixed at two-thirds of the former. As a casual visit to England is not likely to add much to one's qualifications, I do not think that any additional advantages need be offered in his case.

34. If the opportunity of residence in England at a University for two years with a sufficient allowance were offered to nominees or selected candidates, is it likely that it would be taken advantage of to any great extent?—The opportunity herein referred to is not likely to be taken advantage of to any great extent by any respectable caste-Hindus. Out-castes, Eurasians and Mahomedans are likely to avail themselves of it to an appreciable extent.

35. If the system of examination in England were revised with the result that Natives availed themselves of it in considerable numbers, would it still be necessary to retain the Statutory system?—I would answer this question in the affirmative. The retention of the Statutory system would, in any case, be necessary for a good long time to come, firstly, to meet the requirements of the backward provinces, and, secondly, to provide for the advancement of the deserving Uncovenanted officers. The competitive examination in India can be dispensed with when the number of Native candidates

passing in England becomes sufficiently large.

36. If so, to what appointments or classes of appointments would you restrict the latter system, and what conditions over and above those already existing would you impose?—I would place no special restrictions on the Statutory Service in the matter of appointments, or class of appointments, open to it beyond what have been already specified in paragraph 7 *supra*.

III.—Competition in England for the Indian Civil Service,

37. Is competition of Natives in the examination in England favorably looked upon by large and important classes in India?—Competition in England would doubtless be a beneficial measure, but opinion is divided in this respect. A large majority of the orthodox, but important, classes of the Hindu community, taking into account the expense and privations involved by a voyage to and residence in England, and the shock they give to their old, deep-rooted caste prejudices, hold that competitive examinations could, with equal advantage, be held in India itself, whereas a few of the educated Hindus, who have either given up their caste, or are willing to give it up for the sake of Government service, hold the opposite view, and contend that competition in England should be made compulsory, (1) because education in an English college contributes to unfold and develop the intellectual faculties of the Indian youths, and (2) because residence in England, for however short a period it may be, is likely to bring them in close contact with the ennobling influences of Western culture and civilisation. No true Hindu, however, would agree to the proposition that, to obtain a berth under Government, he must give up his caste and religion. Social difficulties of a vital nature are involved in the matter. If competitive examinations be held in England alone, the whole of the *Hindu* community would practically be excluded from the enjoyment of Government posts of trust and responsibility. The efficiency of the service, too, would be impaired, I think, if it be placed only within the reach of an infinitesimal portion of the Native population instead of its being thrown open to all classes.

38. Should additional facilities be given to Natives for proceeding to England and entering the Indian Civil Service by the channel of the English competition? If so, what form or forms should such facilities take?—Additional facilities for competing for the Indian Civil Service in England should be given by raising the limit of age to twenty-three years, and perhaps also by payment of the passage money and by awarding a number of scholarships for a time, *i.e.*, until a sufficiently large number of wealthy Natives, willing to proceed to England at their own cost, be forthcoming.

39. What conditions, if any, should be attached to them?—The scholarships should be tenable only during good conduct, and be terminable at the end of, say, two years. Half the money should be repayable if the candidate misbehaves himself, but not if he falls sick and is, therefore, obliged to return to India.

40. What is your opinion as to giving Statutory appointments to Natives who, though they may have failed to secure a place amongst the successful candidates, have shown merit in the English competition?—Unsuccessful candidates of merit may be freely admitted into the superior grades of the Uncovenanted Service in India, but not to the Statutory Service. From the Uncovenanted ranks they may be promoted to that service if found deserving after sufficient trial.

41. Assuming it to be advisable to appoint to the Statutory Service in India Natives who have failed in the English competition, should such persons receive the same training as successful candidates in England and be subject to the same final examination?—If it be decided that unsuccessful candidates of merit should be admitted to the Statutory Service, it is desirable that they should receive the same training as successful candidates in England and be subject to the same final examination.

42. Should they on appointment to the Statutory Service in India be subject to the same incidents as apply to other persons appointed under the Statutory rules?—The further probation in India may be dispensed with in their case, but they should otherwise be subject to the same incidents as apply to the Statutory Civilians appointed in India.

43. Can you say what number of Natives belonging to your province have presented themselves annually at the competitive examination in England, and what degree of success they attained?—None, that I am aware of, since the restriction of age to eighteen years.

44. What class or classes of Natives in your province readily go to England? Are objections entertained to going to England; and, if so, what are they, and by what classes in particular are they felt?—The Eurasians and Mahomedans, as well as the Parsees, Native Christians, and out-castes of the Hindu community, readily go to England, provided they have the necessary means and education. The twice-born classes of the Hindu community, and even the superior classes among the Sudras, are precluded, by their religious tenets, from traversing the sea. The reason is, that they have to remain on board the steamer for at least three weeks without eating rice and without performing their

daily ablutions. The few caste-Hindus that have ventured to cross the seas have been excommunicated.

45. Should the examination for Natives in England be distinct in standards and conditions from that for English candidates, or should there be one and the same examination for all? If the standards and conditions were different, how would it be possible to compare the results in the two examinations so as to bring out one list in order of merit? Would it, under such circumstances, be desirable to allot a fixed proportion of appointments to each of the two examinations? If a fixed proportion of appointments were allotted for a Native examination in England, do you consider that, in view of the objections against a voyage to England and life there, the cost thereof and the chances of failure, a sufficient number of suitable candidates from your province would be available to make the competition a real competition? If the examinations were distinct, what should be the limits of age for the Native examination? What should be the conditions, nature and subjects of the separate Native examination? Assuming only one examination in England for both English and Native candidates, do you consider that the subjects and standards of examination and the conditions as to age and other matters in any respect place Native candidates at a disadvantage as compared with English candidates? If so, in what respects are Native candidates placed at a disadvantage, and what alterations would you recommend with a view to remove that disadvantage? If there should be only one examination for all candidates, should the limits of age for Natives be higher than those at present fixed for European candidates; and, if so, what should the limits for Native candidates be?—There should be one and the same examination both for the Native and English candidates in England, the subjects being revised so as to make them acceptable and fair to both parties. The conditions and standards of examinations, however, should be the same in both cases.

46. If higher limits of age were fixed for Native than for European candidates, might not the latter complain that they were placed at a disadvantage?—The age of the European candidates should be raised to that of the Native candidates, *viz.*, twenty-three years. The extreme youthfulness of the present class of Civilian administrators is a distinct evil to the country. Before they are hardly twenty-three years old divisional charges, involving the exercise of extraordinary powers and responsibilities, fall to their lot. As Mr. Samuel Smith rightly observed, "any change that tends to bring into the service and keep there men of riper years would be a distinct gain to all concerned." At present India loses the services of many men in the prime of their life.

47. What is the average age at which Natives at the Indian Universities pass the examinations for F.A., B.A. and M.A. respectively?—The average age at which Natives at the Indian Universities pass the examinations for Matriculation, F.A. and B.A. are respectively eighteen, nineteen and twenty-one years—*vide* Table VI, printed at page 494 of the Madras University Calendar for 1886-87.

48. From what classes of Native society are the persons who graduate at the Indian Universities usually drawn in your province?—The following table shows from what classes of Native society the persons who passed the B.A. and other University examinations in 1885-86 were drawn:—

Examination.	Number passed in 1885-86.							
	Brahmins.	Other Hindus.	Europeans.	Eurasians.	Native Christians.	Mahomedans.	Parsees.	Singalese.
Matriculation ...	1,184	453	25	40	156	31	6	...
First Arts ...	321	91	1	7	30	5	1	...
B.A. ...	117	30	1	...	11	4	...	...
M.A. ...	5	...	...	1	2	...	...	...
Total ...	1,627	574	27	48	199	40	7	...

The above figures may be taken as a fair average of the different castes. The aristocratic classes are, as a rule, in the background, and nearly all that have passed belong to the middle classes. A few of the passed men owe their success either to public charity or to the benevolence of individual patrons.

IV.—Competition in India for the Indian Civil Service.

49. Do you advocate a competition in India for the Civil Service simultaneously with the competition in England, the same question papers being used at both examinations?—Yes, *vide* my reply to question 45.

50. How would this method of selection be regarded by the Native community generally?—The Native community would regard this method of selection with approval.

51. If you advocate such a system, would you restrict the competition in India to Natives, and that in England to English candidates, or would you admit both classes freely to either examination?—I would restrict the competition in India to Natives, and make that in England open to both Native and English candidates, with the limitations detailed in the next paragraph.

52. If Native candidates were admitted to the competition in England, while English candidates were excluded from the competition in India, on what grounds could this distinction be justified?—This distinction

can be justified on the broad principle "India for Indians." The children of the soil are entitled to some special consideration. Anybody who is permanently settled in India should share the benefit of the Native Civil Service. Others who have not done so, but who temporarily accept office here and go away after serving a limited number of years, only serve to drain the country of its wealth. The remarks of Mr. Samuel Smith in this connection are well worth perusal, and they command the sympathy and approval of the Native community at large. I quote them below as thoroughly representing the Native view of the question :—

"In the opinion of many the Civil Service is not what it once was. It is alleged that a rougher and less gentlemanly class of men enter it than in the old days; that they take less interest in the Natives of India and aim more at saving money and leaving the country with their pensions as soon as they can. The Natives allege, with some truth, that the Europeans do not settle in their country or in any sense make it their home; that they are mere birds of passage, and have not even the same interest in the country that the old East India Company servants had. The facilities of communication with Europe and the frequent furloughs lead to constant coming and going, and keep up in the minds of the official class the feeling that they are exiled from home and must return as soon as possible. The old East India servants seldom visited England, and often lived and died in India, making it their home. All that is changed now. The European officials have usually their families in England, their heart is there, and they count the days till they can see them again. The Natives complain that this gives a provisional and ever-changing character to British administration; that it lacks stability; and it is one of their strongest reasons for holding that we must gradually replace European by Native agency as fast as the people are educated up to it."

Notwithstanding all this it must be admitted that the Europeans, as a body, are a better class of administrators and Governors than the Natives. They have backbone and force of character which the Natives lack. The latter are pre-eminently effeminate. In critical times, and in times of external danger, a European executive officer, generally speaking, would act more promptly and vigorously than a Native. In peaceful times and in peaceful localities a Native can get on quite as well as, if not better than, a European. Taking all circumstances into consideration I would reserve one-third of the appointments exclusively for Europeans, one-third exclusively for Natives, and keep the remaining one-third open both for Natives and Europeans. The seven recruits for this presidency might be drawn as under :—

Two Europeans by competition in England.

Two Europeans or Natives by competition in England.

Two Natives by competition in India.

One promotion from the Uncovenanted ranks or selection from the known aristocratic families if a competent man be available.

It will be seen from the particulars given in my reply to the 7th question that there are now ninety-nine appointments reserved for Europeans. Of these thirty-three can remain exclusively in the hands of the Europeans, thirty-three exclusively in the hands of the Natives, and the rest in the hands of both indiscriminately. Some scheme based on these lines would, I think, be acceptable to a very great majority of the Natives.

53. Do you consider that the educational institutions available in India are at present capable of giving the very high class education which it was the object of the competitive system as introduced in 1855 to secure?—No, but the necessary improvements might be gradually made.

54. Would an open competition in India be likely to give decided advantages to any particular class or classes of the Native community over others?—Yes, to Brahmins and, after them, to Native Christians, as would be seen from the M.A. results for 1885-86.

55. Would it be likely to lead to the undue preponderance of any one class or caste in the public service?—Yes, the Brahmins would predominate for a time, but they are being gradually supplanted by the other races. In course of time I expect all classes will grow alive to their interests and successfully compete with the Brahmins. Even now there are many able graduates and Masters of Arts among the non-Brahminical sects.

56. Do you think there are any objections on political or administrative grounds to open competition in India?—None, subject to the limitations, I have already specified.

57. Would the introduction of an open competitive examination in India have the effect of deterring cadets of leading families from aspiring to enter the ranks of the Civil Service?—Possible, but, as I have already noted, special provision should, I think, be made to meet the case of the cadets of leading families, of whom there are few in this Presidency, as in the case of deserving Uncovenanted officers.

58. Under such a system how would it be possible to provide against Natives of a province in which education is comparatively backward being excluded from appointments in their own province? Would a system of provincial examinations be preferable to one examination for the whole of India?—*Vide* my replies to questions 24 and 25.

59. Under a system of open competition in India would the successful candidates be

regarded as occupying a position inferior to that of persons who enter the service through the channel of the open competition in England?—Yes, in a way inferior, although the examinations passed are identical.

60. Supposing that the Covenanted appointments were allotted in fixed proportions, a certain number to be obtained by competition in England and a certain number by competition in India, the examinations in each case being open on fairly equal conditions to Native and English candidates alike, and the Statutory system being abolished, how would such a system be viewed?—The system herein sketched would be viewed favorably if suitable provision be made for the advancement of the two classes specified in paragraph 57 *supra*.

61. If an open competition were established in India, what should be the preliminary qualifications required on the part of candidates in regard to age? In regard to minimum educational attainments? In regard to moral, social and physical fitness? In other respects (if any)?—*Vide* my replies to No. 26.

62. Should the subjects and conditions of the examination be the same as those prescribed for the competitive examination in England, or should they be different? If different, what should they be?—*Vide* replies to 45.

63. Circumstances being different in the case of persons who enter through the examination in England and of persons who enter through the examination in India, is there any reason why the rules in regard to pay, leave, pension, &c., should not also be different?—The rules in regard to pay, leave and pension, &c., may be different in the two cases herein referred to.

64. Should successful candidates go through a period of special study in India like the English candidates, who spend two years in special preparation?—I think not. The two years' time had better be spent in the probation detailed in my replies to No. 27. Further, there are no facilities in India for the special study and preparation herein referred to.

65. Would it be preferable (*a*) to require them to go to England, or (*b*) to give them the option of going to England, suitable allowances being given to enable them to prosecute their studies there?—The successful candidates may be allowed the option of going to England and undergoing the special training there instead of the two years' probation in India. They may, during this time, be allowed some pay, as they would have been drawing it if they had remained under probation in India.

66. Should successful candidates at the Indian competition be required to pass through a probationary period before final appointment? If so, what shall be the duration of the probationary period? How should it be passed—in the ranks of the Uncovenanted Service, or otherwise?—Yes, *vide* my replies to 27.

V.—Promotion from the Uncovenanted Service.

67. To what extent does the Uncovenanted Service in your province include in its ranks persons eligible on the ground of proved merit and ability for appointment to offices ordinarily reserved for members of the Covenanted Civil Service?—It is an undeniable fact that the Uncovenanted Service does possess in its ranks men of great administrative talent and ability who can hold the divisional charges or fill the judicial benches even more worthily than many a member of the Covenanted Civil Service.

68. If there are such persons in the Uncovenanted Service, could they be appointed to the lowest grade of the Covenanted Service without suffering in pay?—Such persons could not, as a rule, be appointed to the lowest grade in the Covenanted Service without suffering in pay.

69. Under existing rules as to pay, &c., how would such appointment be regarded by Uncovenanted officers?—The two-thirds pay at present allowed would not deter Uncovenanted officers from entering the Statutory Service, provided they get a suitable position to start with.

70. Do you think they would be willing to forego pay for the sake of the advantages which admission to the Civil Service might afterwards bring?—They would, if unavoidable, forego pay to a small extent in view of the early prospects of rising.

71. What special provision, if any, do you think should be made for the appointments to Covenanted posts of deserving members of the Uncovenanted Service?—I would provide in the Statutory rules for admission, to the corresponding rank in the Civil Service, of such number of Uncovenanted officers of proved merit and ability, either every year, or once in two or three years, as the conditions and requirements of each province may necessitate. That number may be fixed once for all.

72. If such appointments are made, should they be restricted to the holders of any particular classes of appointments in the Uncovenanted Service; and, if so, what classes?—I would not lay down a hard and fast rule as to the classes of appointments in the Uncovenanted Service from which alone promotions should be allowed to the Statutory Service. The encouragement should be open to all branches of the Uncovenanted Service, as it would give a healthy tone all round. Generally speaking it may be laid down that all Uncovenanted officers drawing a salary of Rs. 200 and upwards would be eligible for promotion to the Statutory Service.

73. Should persons so appointed be

appointed provisionally and be required to pass through a period of probation before final confirmation?—I would not require any further probation in the case of tried Uncovenanted officers. In the case of cadets of leading families, however, a probation of two years should be insisted upon before confirmation.

74. Should provision be made for the appointment of qualified members of the Uncovenanted Service to the *higher* Covenanted offices without requiring them to pass through the lower grades?—The provision herein referred to is very necessary and equitable, and should, I think, be made; otherwise the best of the Uncovenanted officers who have risen to the top of the Uncovenanted Service would stagnate there, and get disheartened, especially when they see their juniors and inferiors in the Statutory Service come over their heads.

75. If certain appointments in the Covenanted grades are set apart for the Statutory Service, should a fixed proportion of those appointments be expressly reserved for persons of proved merit and ability in the Uncovenanted Service?—Yes, *vide* my replies to Nos. 52, 57 and 60.

76. Should special provision be made for the promotion to Covenanted posts of European members of the Uncovenanted Service?—I think not. The provision made for the Uncovenanted Service generally will also govern the case of the European members of that service.

77. Should special provision be made for the promotion to such posts of Eurasian or other members of the Uncovenanted Service who, though not Natives of pure descent, fall within the meaning attached in the Statute of 1870 to the term "Natives of India"?—No special provision is needed in the case of Eurasians either. As "Natives of India" they will be entitled to the same privileges as the other "Natives of India." They are now getting free admission into the Uncovenanted Service, and have every chance of rising to the Statutory Service also.

78. Ought not the Uncovenanted Service, equally with the Covenanted Service, to be open to all natural-born subjects of Her Majesty, who possess the qualifications that may be from time to time prescribed? If the Uncovenanted Service is closed to any natural-born subjects of Her Majesty, on what grounds, bearing in mind the terms of Acts of Parliament and Her Majesty's Proclamation of 1st November, 1858, is this to be justified?—The Uncovenanted Service should decidedly be open to all "Natives of India" as defined in the Statute of 1870, whether they be of European, Native or mixed descent, and to whatever caste, color or creed they may belong.

VI.—Pay, Leave and Pension for Natives of India appointed to Covenanted posts otherwise than through the channel of competition in England.

79. Is the rate of pay at present granted to Statutory Civilians during probation and on final appointment respectively sufficient? If not, on what grounds do you consider it insufficient, and what rates of pay should, in your opinion, be granted to Statutory Civilians (*a*) while on probation, and (*b*) on final confirmation in their appointments?—The present rates of pay are sufficient in the case of beginners.

80. Would these rates of pay be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service?—Whether the same rates would be suitable in the case of persons appointed to Covenanted posts from the Uncovenanted Service would depend upon the circumstances of each case. It would not do to put an Uncovenanted officer, drawing Rs. 1,000 a month, at the bottom of the Civil Service list on Rs. 200 a month.

81. Would they be suitable in the case of persons appointed to Covenanted posts from the professional classes?—*Vide* my reply to the following two questions.

82. If not, how would you treat, in regard to pay, persons selected from these two classes if appointed to the lowest grade of the Covenanted Service? How would you treat, in regard to pay, such persons, if appointed to any of the *higher* Covenanted posts, without being required to pass through the lower grades?—An Uncovenanted officer should at once be provided with an appointment in the Covenanted Service, the two-thirds pay of which is not less than his present pay. If he be placed in the lowest grade, he must be allowed the pay of his substantive appointment in the Uncovenanted Service until he is merged in the superior grades of the Covenanted Service, where his pay would not be less than his former pay. As regards the professional classes, it must be remembered that their income is not certain, and that their service as Vakils does not give them any pensionary prospects. Their admission to the Statutory Service at once gives them the advantage of such a prospect. Further, if they are the leading men of a Bar, with a respectable income, they are not likely to seek for service. If the charms of Government service are so alluring to them as to seek for it, they must be prepared to make some sacrifices. They cannot have the advantage of making a fortune for some time as Vakils, and then trying to share the higher Government appointments, equally with those Uncovenanted officers who have, by dint of their hard and honest labor, risen from the low, ill-paid appointments. If their present income is not respectable enough, they must be satisfied with admission to the upper grades of the Uncovenant-

ed Service or to the lowest grade of the Statutory Service. The best Vakil in a High Court, for instance, might rise to the High Court Bench itself, so that his case might be taken out of the ordinary run of the Statutory appointments. His pay will then be governed by special rules I presume.

83. Do you consider that a difference should be maintained between the rates of pay granted to Covenanted Civilians who enter through the competitive channel in England and to persons holding Covenanted posts who do not enter through that channel?—Yes, *vide* my reply to No. 29.

84. If so, what would you consider the fair rate of reduction to be made in the case of persons holding Covenanted posts who do not enter through the competitive channel in England?—One-third would be a fair rate of reduction.

85. Would you approve of an arrangement by which the pay of appointments would be a fixed sum to be drawn by the holder, whether he is a Covenanted or a Statutory Civilian, with an additional staff allowance to be drawn by those only who enter the service through the examination in England?—The measure herein proposed would be too complicated and undesirable.

86. Can you suggest any other way of providing different rates of pay?—No.

87. If you consider there should be no difference of pay, how do you justify the application of the same rates of pay in the case of Natives who have satisfied the very high tests required by the examination in England and Natives who have not? On the same assumption, what are your reasons for holding that the high rate of pay, which is considered to be necessary to secure the services of persons of tested qualifications in a country far from their homes, and under various other unfavorable conditions, should be given to persons whose qualifications have not been so tested and who serve in their own native country?—I do not advocate the same rates of pay.

88. Have you any remarks to make on the leave rules embodied in the Civil Leave Code which apply to Statutory Civilians?—None.

89. At what age do you consider that Natives appointed to Covenanted posts otherwise than through the competitive channel in England should be entitled to retire on pension?—At the age of fifty-five years.

90. After what length of service do you consider that such persons should be entitled to retire on pension?—After twenty-five years' active service.

91. At what age should they be obliged to retire on pension?—At the age of sixty.

92. After what length of service should they be obliged to retire on pension?—After thirty years of pensionable service.

93. What amount of pension should, in your opinion, be granted to Natives so appointed if they serve the prescribed period for voluntary and compulsory retirement respectively? If, before serving the prescribed period for pension, they are compelled to retire on medical certificate, what gratuity, if any, would you give them?—The existing rules in regard to the grant of pension and gratuity to the Native Civil Servants may be made applicable to them.

VII.—General.

VIII.—Composition, Recruitment, &c.

I have no special observations to offer on these two chapters. My views on most of the questions herein contained may be gathered from the replies I have already given. I have only to add in answer to—

94. Do we now obtain for Government service Natives of the classes who, under Native rule, carried on the Civil administration of the country?—We now obtain for Government service in this province Natives of the classes who, under Native rule, used to carry on the Civil administration of the country. They were mostly Brahmins, and in the Telugu country they were chiefly Brahmins of the Niyogi sect, as will be seen from very many poetic works in existence. The affix of Praggada or Mantri, which means minister, was invariably added to their names. The word Niyoga itself means appointment. No special inducements are needed to obtain their services, for their very profession is Government service. They are now largely to be found in the Government service, beginning with the village accountant's post to that of the highest Uncovenanted appointment open to them in the Telugu districts. Other classes have been rising to importance for some years past. The Mahratta and Tamilian Brahmins predominate in their respective tracts of country. All the Statutory Civilians appointed in this Presidency were or would have been, in the Uncovenanted ranks, or in the legal profession, had they not been selected for the Civil Service, so that there is no class of persons in this Presidency for whom any special provision is at present needed. There are a few members of the zemindari families belonging to the lower castes who are too illiterate to be ever of much use as public servants.

95. How would the Native community regard the following scheme: (1) A certain number of appointments in the Covenanted Civil Service to be reserved for Natives; (2) a certain proportion of that number to be filled by competition, or by some other system in India; (3) the remainder to be filled by competition in England? How

would you regard such a scheme?—I consider that the system herein sketched would be acceptable to a large majority of the educated classes, and it is certainly acceptable to me, in preference to the schemes sketched in paragraphs 151 and 153.

96. Assuming a system of nomination or of limited competition among nominated candidates, would Native opinion be in favor of giving a preference, as between candidates possessed of certain preliminary essential qualifications, and having on general grounds fairly equal claims, in the following or any other order, to (*a*) members of families of tried loyalty and distinguished service; (*b*) persons of good social status and influence in the country; and (*c*) persons of superior educational attainments, such as persons who have taken the degree of M.A?—I would lay down no hard and fast rule, but give the option of selection to the local Government, who will take every necessary circumstance into consideration.

97. What is your opinion as to giving such preference?—I would regulate promotions either from the Uncovenanted ranks or from legal professions without any further departmental examinations or probation, the presumption being that the selected persons have already passed all necessary examinations and acquired a practical knowledge of the duties they have to perform. An experienced Vakil of the High Court would naturally make a good Assistant Judge, and an experienced Deputy Collector would, similarly, be able to fill efficiently a Head Assistant's or Sub-Collector's place. All the Sub-Judges' posts—General Duty Deputy Collectors' appointments (the salary of which should not be less than Rs. 500 a month, as in the case of Sub-Judges), and all other Revenue or Judicial appointments, the salary of which is not less than Rs. 500 a month, should be merged in the Covenanted Service—can be reserved only for the "Natives of India." The Sub-Judges might all be called "Assistant Judges," and service as an Assistant Judge, Registrar of the High Court, or Assistant Secretary to Government in the Legislative Department, First Judge of the Small Cause Court, &c., &c., should be made a *sine quâ non* for appointment as a District Judge. The present system of promoting Sub-Collectors to the post of a District Judge, without any preliminary training, is considered by the people as very disadvantageous to all concerned. Persons with very indifferent legal attainments become, now and then, District and Sessions Judges, and it is no wonder that they perform their duties in a most perfunctory manner.

98. Should subjects of Native States be eligible for appointment to Covenanted posts in British India? If so, should this be extended to all Native States in alliance with the Crown, or only to those in subordinate alliance?—Subjects of all Native States might be eligible for appointment to Covenanted posts in British India, provided there is a feeling of reciprocity.

99. What system, if any, is at present adopted in your province for bringing into the public service persons who, from their position or otherwise, cannot be expected to enter the service of Government in the lowest grades, and for giving them the necessary apprenticeship?—The class of persons herein referred to is very limited in this province. Any competent persons found in that class are being admitted to the superior ranks of the Uncovenanted Service, after a short apprenticeship, either in the Government office, or in some Collectorate. There are three or four cases of this sort in this Presidency.

100. How is the present system of regulating appointments to the Subordinate Executive and Subordinate Judicial Services respectively regarded by influential sections of the Native community? To what sections of Native society do the persons belong who accept, under existing conditions, appointments in the Subordinate Executive and Subordinate Judicial Services respectively?—The best of persons available in the province enter, now, the Subordinate Judicial and Executive Service. The Registration Department, for instance, has absorbed a good many of our graduates, and a large number of the Vakils of the High Court and District Courts, many of whom have graduated both in Arts and Law, is going out every year as District Munsiffs and Subordinate Judges.

101. Is it the case that certain classes of Uncovenanted appointments are practically reserved for Natives of pure descent owing to the fact that conditions are imposed which have resulted in shutting out Eurasians and other Statutory Natives of mixed descent?—I am not aware of any unjustifiable or hard conditions which operate as obstacles to the entrance of Eurasian and other Statutory Natives of mixed descent into the Uncovenanted Service. The only condition referred to, perhaps, is that of a pass in the vernacular language of the country. If so, it cannot, in my humble opinion, be profitably dispensed with.

No. XVI.

M. R. Ry. H. Subbaraya Aiyar, Deputy Collector and Magistrate, Ariyalur, in the Trichinopoly District.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation? Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—As great dissatisfaction has been expressed by the public with the system of appointing persons as Statutory Civilians to posts reserved for the Uncovenanted Civil Service, chiefly on the ground that selections have not been made from candidates of approved merit and ability as required by the Statute, I think that the Statutory Civil Service must be abolished altogether with great advantage to the country.

2. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—If the Statutory Civil Service is retained, in spite of the public impression against it, I would suggest that selection of candidates for that service must be made from among the natural-born subjects of Her Majesty who are residents of India (including the subjects of protected Native States), and on competitive examination. The successful candidates should be encouraged to go to England for training, but should not be compelled.

II.—Covenanted Civil Service.

3. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service? Should any, and if any what, change be made in that system? Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service? By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India? If an examination is held in India should it be identical with that held in England? Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? If such an apportionment is made, on what principle is it to be regulated? Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—Dissatisfaction certainly exists on the part of Europeans domiciled in this country, and on the part of Indians, with regard to the limit of age and with regard to going to England to compete for the examination at an enormous cost and with uncertainties. The disadvantages may be minimised or removed by raising the limit of age from nineteen to twenty-three, by holding simultaneous examination in India and in England, admitting into it *all classes* of Her Majesty's subjects, including subjects of protective Native States, and giving fair consideration to Sanskrit and Arabic languages in regard to the maximum number of marks, which should, in consideration of the practical utility of these languages, be raised from 500 to 800, which is the maximum number of marks assigned to Latin. The examination to be held in India should be identical with that in England, and should be held at one centre. The candidates in India and England should compete with one another, and be selected according to merit *alone*. The successful candidates in India should be required to proceed to England to complete their training.

III.—Uncovenanted Service.

4. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty? Should the recruitment be by competition, or by nomination, or by both systems combined; and, if by both combined should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices? What-

ever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents? —All appointments in Indian Uncovenanted Civil Service, other than those reserved for the Indian Covenanted Civil Service, and requiring educational attainments, should be filled by competitive examination held in each Presidency and open to Natives of India in the Statutory sense, in whom the subjects of Native States protected by the paramount power should also be included. Such examination should be purely departmental.

5. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—The proportions of offices now assigned to the Statutory Civil Service should be given back to the Covenanted Civil Service, if the Statutory Civil Service is abolished, and if competitive examination for Covenanted Civil Service is allowed to be held in India.

IV.—Pay and Furlough Rules.

6. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated? Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground? Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—There should be a distinction, for reasons obvious, in the pay and furlough of officers holding posts reserved for the Covenanted Civil Service and those in the Uncovenanted Civil Service. I do not wish to deal here with the pay and furlough of the officers of the Statutory Civil Service, as I advocate its abolition. As regards retiring annuity, it may be profitable to the State if deductions of a certain percentage in the salaries of the Uncovenanted Civil Servants, as in those of the Covenanted Civilians, are made, and a fund thus founded for the pension of the Uncovenanted officers, giving them the option of retiring from the service after a certain period (say twenty-five years) unconditionally.

No. XVII.

M. R. Ry. K. Ramanyachari, M.A., B.L., Editor of the "Telugu," an English Weekly Newspaper published at Vizianagram.

I.—Statutory Civil Service.

Vol. V. Sec. III. Sub-Sec. B.

M. R. Ry. *K. Ramanyachari.*

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved? If it is not, what are the grounds of disapprobation?—The prevalent feeling in this province regarding the Statutory system is one of dissatisfaction.

The grounds of dissatisfaction are: First, that, according to the rules framed under the Statute, men of ability and character have little chance of entering the service when they cannot show that they are nobly descended, which seems to be a thing of rare occurrence; second, that, as matters stand, such men are appointed Statutory Civilians as have influence with members of Government, either by themselves or through their relations, merit and character being apparently considered to be of minor importance in their case.

2. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—I would recommend the repeal of the Statute; but, if the Statute must be retained, I would allow persons to enter the service only by open competition.

3. If the provisions of the Statute 33 Vic., Section 6, are not repealed, nor substantially amended so as to take away the power conferred on the local administrations, should they be amended in respect of the description of persons on whose behalf such powers may be exercised or in respect of the sanction required for appointments made thereunder?—The word "Native" in the Statute may be so defined as to include persons belonging to the Feudatory Native States in India.

4. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—So far as this province is concerned the caste prejudice against going to England is so strong that, if it is once laid down as a rule that selected candidates should go to England for training, the field of selection will be very much limited, as people belonging to the higher castes will, in the majority of cases, decline to go to England. I would, therefore, recommend that selected candidates may be encouraged to proceed to England by the Government offering them as many advantages as they deem practicable. I would at the same time venture to suggest that, in the case of those who do not wish to proceed to England, a stay for a certain period in the metropolis of each Presidency may be made compulsory in order to secure to them the advantages of travelling on a small scale.

II.—Covenanted Civil Service.

5. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—I am not aware of any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service, except the complaint, occasionally made, that the competitive system is supplying India with persons who are, on the whole, inferior to those obtained under the old system.

6. Should any, and if any what, change be made in that system?—Successful English candidates may be made to spend their probationary period in India, learning some of its principal vernacular languages as well as the system of laws obtaining in this country.

7. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—The Natives of India labor under many disadvantages in competing with Europeans for the Civil Service.

8. By what changes may those disadvantages be minimised or removed—(*a*) by the establishment of scholarships and allowance of passage money to Native candidates, (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The following changes may be introduced into the system, which will have the effect of minimising the disadvantages above referred to: (1) The holding of examinations simultaneously both in England and India; (2) the raising of the limit of age from nineteen to twenty-three; (3) the introduction of some of the Indian vernacular languages into the Civil Service examination, and the allotment of the same number of marks to Sanskrit, Arabic, Persian, Greek and Latin.

9. If an examination is held in India, (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another, and be selected in order of

merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—(1) The examination held in India should be identical with that held in England. (2) There may be one centre for each of the Presidencies, with other provinces distributed amongst them according to their proximity, the means of communication and the like, and there should be no apportionment of appointments between the candidates based upon creed, color or nationality, the Government guiding themselves by the principle, "let those win who can." (3) & (4) With reference to the reply contained in the above paragraph, these two questions require no answer.

10. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—As I have already observed, in the case of the selected candidates for the Statutory Service, the successful candidates for the Covenanted branch also should not be compelled, under the present circumstances, to proceed to England, but the Government may encourage them to do so in as many ways as feasible. They may be compelled to spend their probationary period in the capitals of Presidencies other than that to which they themselves belong.

11. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—I have no opinion to offer on the point.

III.—Uncovenanted Civil Service.

12. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—The Uncovenanted Civil Service may be recruited from all the natural-born subjects of Her Majesty.

13. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment should be by open competition in the case of all appointments carrying a salary above a fixed minimum.

14. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations, respectively, or with a preference for such residents?—The recruitments should be made by the several administrations only from persons resident in their respective territories, except under very peculiar circumstances.

15. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Statutory system be abolished, considering the paucity of those higher appointments to which distinguished Uncovenanted officers may aspire, I think it will be a gracious concession to assign to the Uncovenanted Service those appointments which are now set apart for the Statutory Civilians.

IV.—Pay and Furlough Rules.

16. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches?—I would recommend the reduction of the number of appointments now reserved for the Covenanted Civil Servants by a fourth, and give them to distinguished Uncovenanted officers on reduced pay, as it is not difficult in these days of progressive education to find men of high attainments in the Uncovenanted branch who could do any given work as efficiently as those of the Civil Service.

17. If such distinction should be made, on what principle should it be regulated?—I think that officers belonging to the Statutory and Uncovenanted branches of the Civil Service may be given two-thirds of the pay now drawn by the Covenanted Civilians discharging the same duties.

18. Should any distinction be made in the furlough rules applicable to the Statutory and Uncovenanted branches of the service according to the nationality of the officer, or on any other, and what, ground?—Some distinction may be made between the European and the Native officers in respect of furlough, the rules allowing longer furlough to the former than to the latter.

19. Are the privileges in regard to pay, promotion, and retiring annuity, and the general conditions of office belonging to the Covenanted Civil Service, suitable to Natives obtaining office under the Statutory rules?—I think that Statutory Civilians will have no reasons to complain if they are given the same privileges as those which are now enjoyed by the Covenanted Civilians in respect of pay, promotion and retiring annuity.

No. XVIII.

M. R. Ry. C. Nagoji Row Garu, Inspector of Schools, 8th Division.

I.—Statutory Civil Service.

1. Is the existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service approved?—The existing system of appointing Natives as Statutory Civilians to posts reserved for the Covenanted Civil Service has not given satisfaction in this Presidency.

2. If it is not, what are the grounds of disapprobation?—The grounds of disapprobation are: (1) Most of the appointments hitherto made in this Presidency have not been of men of *tried merit and ability* as required by the Statute. (2) The claims to admission into the Civil Service of men who have rendered long and meritorious service as Uncovenanted officers have not been recognised. (3) The appointment of very young men, with their character scarcely formed, to highly responsible posts is not approved generally. (4) The system of nomination, specially in a country where the differences in religion and social customs prevent the rulers and the ruled from coming into close intimacy, can never give satisfaction. (5) The educated classes are dissatisfied, because the best among them as tested by a competitive examination have not been admitted.

3. Are the defects of the existing system (if any) susceptible of remedy (*a*) by an amendment of the rules; (*b*) by an amendment of the Statutory provisions in that behalf; or should those provisions be repealed?—The Statute itself should be modified, and a certain number of appointments—half the appointments under the grade of Collector or District Judge, including the General Duty Deputy Collectorships, and a smaller proportion of the higher appointments—should be reserved for members of the Uncovenanted Service and the legal profession.

4. If the Statutory Service is retained, should the selected candidates be required to proceed to England for training, or should they be encouraged to do so?—If the Statutory Service is retained (it is not desirable that it should) the selected candidates might be encouraged, but not compelled, to go to England for training.

II.—Covenanted Civil Service.

5. Is any dissatisfaction felt with the existing system of recruitment for the Covenanted Civil Service?—Yes, the chief cause being that young men are appointed Magistrates and divisional officers without sufficient training.

6. Should any, and if any what, change be made in that system?—First, older men should be encouraged to join the service, and the time spent in learning work in this country should be extended.

7. Do Natives of India labor under any, and if any what, disadvantages in competing for employment in this branch of the service?—Natives of India, at present, labor under several disadvantages in competing for employment in this branch of the service. They have to go to England at too early a period. They lose caste. They have to compete with Englishmen in a foreign language which they have had scarcely time to master. The chances of success are few, and the expenses heavy.

8. By what changes may those disadvantages be minimised or removed, *e.g.*, (*a*) by the establishment of scholarships and allowance of passage money to Native candidates; (*b*) by altering the limit of age; (*c*) by adding to the subjects of examination, or by altering the maxima marks obtainable in certain subjects; (*d*) by holding simultaneously examinations in England and in India?—The disadvantages may be partly removed (1) by raising the maximum limit of age to twenty-three or twenty-four; (2) by assigning the same marks to the Indian classics as to the European; (3) by holding examinations simultaneously in England and in India.

9. If an examination is held in India (1) should it be identical with that held in England? (2) Should it be held at one or more centres in India? Should the candidates in England and in India compete with one another and be selected in order of merit, or should a certain number of appointments be apportioned for competition to the candidates at the respective examinations? (3) If such an apportionment is made, on what principle is it to be regulated? (4) Should there be an apportionment between the residents in the territories of the several administrations respectively or between the members of the principal religious sects?—If an examination were held in India, it should be identical with that held in England, and it should be held at only one centre in India. The candidates (English and Indian) should be arranged in one list in order of merit.

10. If an examination is held in India, should the successful candidates be required, as a condition obligatory, to proceed to England to complete their training?—To compel the successful candidates to proceed to England to complete their training would be to exclude certain influential and intelligent classes from the higher service, and is, therefore, not desirable.

11. Are the young Natives obtained under the existing system of the open competition in England the best as regards character and capacity who could be obtained under any system?—The young Natives obtained under the present system of open competition in England are certainly not the best as regards either capacity or character that could be obtained under any system.

III.—Uncovenanted Service.

12. Should the Uncovenanted Service be recruited only from Natives of India as described in Statute 33 Vic., Cap. 3, Section 6, or from all natural-born subjects of Her Majesty?—The Uncovenanted Service should be restricted to Statutory Natives and subjects of Native States.

13. Should the recruitment be by competition, or by nomination, or by both systems combined; and if by both combined, should one system be applied to all offices or classes of offices, or should the system be varied with the class of offices?—The recruitment for all appointments of and above the grade of Tahsildars and Munsiffs should be by competition, but promotion should be by selection, a small number being reserved for members of the inferior service.

14. Whatever system be adopted, should the recruitment be made by the several administrations only from persons resident in the territories under such administrations respectively, or with a preference for such residents?—The recruitment should be by the several administrations only from persons resident in the territories under them.

15. If the existing Statutory Service is abolished, should the proportion of offices assigned to that service be allotted to the Uncovenanted Service?—If the Statutory Service is abolished, a certain proportion of appointments, now held by Covenanted Civilians, should be allotted to the Uncovenanted Service as suggested in my answer to Issue No. 3 under Statutory Civil Service.

IV.—Pay and Furlough Rules.

16. Should any distinction be made in the salaries attached to posts reserved for the Covenanted Civil Service according as the posts are held by members of that branch of the service or by members of the Statutory or Uncovenanted branches? If such distinction should be made, on what principle should it be regulated?—Some distinction should be made between Natives and Europeans as regards pay. When it is above Rs. 500 and below Rs. 1,000 the Native should get four-fifths of the pay of a European, and three-fourths for all salaries above Rs. 1,000.

No. XIX.

MEMORANDUM BY THE HON. F. BRANDT, JUDGE OF THE HIGH COURT, MADRAS.

Vol. V.
Sec. III.
Sub-Sec. B.

The Hon'ble *F. Brandt.*

My personal knowledge of the working and results of the Statutory system officially is slight, but I have occasionally met several, if not most, of the gentlemen appointed under that system in this Presidency, and have from time to time heard opinions on the subject expressed by those well qualified to judge by reason of having had Statutory Civilians as their Assistants.

I do not think that the system has secured men superior in education or natural ability to the average of those appointed or promoted to the higher ranks of the Uncovenanted Civil Service, nor are the Statutory Civilians in this Presidency, as a body, of a much higher social position and better family than the class from which the upper ranks of the Uncovenanted Civil Service is usually recruited.

I have no reason to think that they regard themselves as occupying a position inferior to that of Covenanted Civilians appointed by competition, nor have I heard of any friction between them and their confrères either in the Covenanted or the Uncovenanted Service. The seniors in the former have, I believe, given them every chance officially and socially, loyally endeavouring to make the best of the system, whether they personally approve of it or not.

But I think the system is regarded with disfavor by the Uncovenanted Service, who fail to see why exceptions should be made in favor of those selected in preference to members of their own service "of proved merit and ability": and at the same time I have reason to believe that, in the opinion of the people generally, apart from the classes immediately interested as having a prospect of admission to the Statutory Service for themselves, their children or relatives, the prestige of the Covenanted Service has not been enhanced by the admission of Native gentlemen to that service under the Statute.

So far as I am aware appointments have been made in this Presidency, first, by nomination and selection by the local Government, followed by appointment on probation; secondly, by nomination followed by examination; and, thirdly, by appointment of an Uncovenanted officer of proved merit and ability.

The first of these courses is, in my opinion, not calculated to give general satisfaction; the second is better, but it involves considerable difficulty in the way of providing suitable examinations, and persons qualified and having time to conduct them.

The third most commends itself to me intrinsically, and as being, in my opinion, more consonant with the presumed intention and proper interpretation of the wording of the Statute, and I would in any case reserve a certain proportion of appointments in the Statutory Service for such officers.

The number of families of high social position and wealth, from which it may be reasonably expected to select qualified cadets at present, is, in my opinion, too small to allow of satisfactory results being secured by selection alone, even if this were otherwise desirable, and I should prefer limited competition among persons nominated by the local Governments or by the Universities to selection alone in any case. Such selection should be a guarantee, to some extent, for the moral and social qualifications required, but is not by itself sufficient. Physical fitness must be insisted on, tested by medical examination.

A system of competition, pure and simple, would probably commend itself more to the educated classes, but such system is, in my opinion, especially open to objection in this country, where the power of assimilating and reproducing what is capable of being learned is remarkable, especially in youth and early manhood, but where success in examinations is often secured at the cost of much else that is essential for the career for which they are the test, and is by no means always a guarantee of permanent merit.

If, moreover, the age for the competitive Civil Service examinations is raised, so as to give Native candidates a better chance of passing in England, or if such examinations are held simultaneously in England and in India, entry by the door of the Statutory system can only be required for those to be admitted otherwise than by competition pure and simple; and if such alterations are made, and the Statutory Service retained, to provide for the case of those to whom I have referred above, I fail to see that any further concessions are necessary or desirable. I do not think it an unreasonable demand that the age should be raised so as to admit on fair terms candidates from India to the competitive examinations in England. The question is, whether the objections to raising the age, in the case of English candidates, are so great as to render this clearly and indisputably undesirable in itself. If they are, then I am of opinion that the change should not be made in order to give Native candidates further facilities. It is not necessary to go through the arguments for and against the present limits to age prescribed, but I am myself of opinion that the age may be raised to twenty-two or twenty-three without any disadvantage to the service.

If the opposite view prevails, then I consider that simultaneous examinations should

be held in England and in India; and it appears to me that the practical difficulties in way of arranging for this should not be insuperable. I am not in favor of establishing scholarships, tenable by Natives in England, to enable them to qualify for the Covenanted Civil Service. The inducements held out by the prospects of the service are sufficient, in my opinion, to attract, in the case of families possessing the means and prepared to undergo the risk of sending, youths to England.

After selection the successful candidates should, I think, be required to study and pass the subsequent examinations in England, and then they should receive pecuniary assistance. As regards pay, leave, and pensions, I am decidedly of opinion that, in the case of those who enter on perfectly equal terms, the pay should be the same for all; but as regards leave, I do not think that a Civil Servant employed in his own country can reasonably expect the same amount of leave as an Englishman serving in India; it is not to be supposed that Native Civil Servants would frequently leave their own country on leave with a view to re-visiting England.

As regards the Judicial Department, I do not very clearly understand whether many of the suggestions which I have seen made for changes are made with a view to improving the administration or with a view to more extended employment of Natives for its own sake.

I have seen it stated that Native Judges are ordinarily better Judges of fact, in respect of the subject-matter with which they have to deal, than Europeans, and that, as they exhibit a marked and unquestionable ability for judicial work—a fact which I admit—there is no reason why District Judges should, as a rule, much less exclusively, be Europeans. I also see that the employment of Barristers only as District Judges is advocated; that another suggestion is that, all civil jurisdiction being transferred to Native Judges, Europeans should be employed as Sessions Judges only.

No one is more ready than I to admit the very great superiority of the present generation of District Munsiffs and Subordinate Judges over their predecessors; but I do not admit that the latter are indisputably, and as a rule, better judges of fact than Europeans; if this were so, it is difficult to understand why they should not be entrusted with the disposal of criminal work equally. But apart from this, I am not in favor of any proposal to do away with the appointment of European Covenanted officers as District Judges.

It must be remembered that a District Judge has a great deal of very important and responsible administrative work and supervision, which, as a rule, is certainly well done, and done with an amount of independence which a Native might frequently find it extremely difficult to exercise: moreover the training which a European has before he becomes a District Judge is superior, as a rule, to that which a Native Judge would have. A very considerable proportion of those now appointed District Munsiffs and Subordinate Judges have been Pleaders and Vakils only, and they by no means always prove as efficient in administrative work as those who have had previous experience in such work. The same objection would apply, with still greater force, in the case of English Barristers having no previous knowledge of the system of administration in this country, or of the language or people; and as to appointing Barristers practising here, the majority of those who had obtained a practice sufficient to ensure the prospect of ultimate success at the Bar would not be tempted to take an appointment as a District Judge, while those who had not obtained such practice would not, in my opinion, be likely to be superior to the class of Judges who should be available from the ranks of the Civil Service. I believe that service to be fully capable of supplying a sufficient number of fully-qualified District Judges. What only has to be guarded against is the appointment and retention of Civilians as District and Sessions Judges when they are not, or prove themselves not to be, competent for the office, and there should be no compunction in refusing to appoint such or in removing those who are found to be not capable.

The employment of additional Subordinate Judges may be feasible, and to this I should raise no objection, but I am opposed to any radical changes, such as those which I have referred to as advocated by some, as I am to any scheme which would, within a comparatively short time, transfer the executive and administrative control of districts to the hands of Native agency.

Having seen certain opinions expressed by the learned Advocate-General of Madras in his evidence as to the competency of Covenanted Civilians as District and Sessions Judges, and having been asked my opinion on the subject, I may say that I am astonished to find that Mr. O'Sullivan's experience is, that about one-third only of the total number are efficient. In my opinion the case would be more fairly stated by saying that about one-third do not attain a standard of efficiency, which should be required, that the other two-thirds are fully equal to their duties, and that one-third are distinctly superior.

The figures, which the Registrar has supplied to the Commission by request, show that, as tested by results in appeal, the work of the District Judges are certainly not inferior to that of the Subordinate Judges. I do not agree that the former are not equally competent to form a correct estimate of evidence and to come to a correct conclusion on facts. The

The Hon'ble *F. Brandt.*

system under which Covenanted Civilians are appointed to District Courts is, no doubt, open to objection, in so far as officers, who have no taste for judicial work, are, by reason of the exigencies of the service, put in charge of District Courts. I believe that, in the case of officers obliged to elect definitely between the Revenue and Judicial branches, those who have a natural inclination for judicial work, or who, by reason of inability to stand exposure, prefer it, the training which they receive as Magistrates and as Revenue officers in disposal of *quasi*-judicial work, especially rent suits, is well adapted to qualify them for the charge of a District and Sessions Court: I assume, of course, that those who look forward to a judicial career will pursue their studies to that end before they are called upon to preside in a Court. I am aware that there are great practical difficulties in the way of dividing the service into two distinct branches, but I think an attempt should be made in this direction.

As regards those gentlemen who, from want of inclination and preliminary training for the judicial branch, or from other causes, cannot be said to be efficient, all I can say is that, if they are found unfit, I consider they should be removed, even at the cost of reducing them to some less responsible post in a branch of the service for which they may be better qualified.

It must not be forgotten that, unless a very radical change is to be made in the constitution of the High Court, if the now fixed proportion between Barrister and Civilian Judges is absolutely necessary to maintain a sufficient supply of District Judges from whom to select Civilian Judges for the High Court, I should have no objection to the appointment of Native Judges to a certain number of District Courts, but I am opposed to any proposal, forthwith, to substitute Native Judges for English Civilian Judges for all or even the greater number of Courts. Those who are acquainted with the subject will be aware that a District Judge has much and very important administrative work to perform in addition to his purely judicial work, supervision of the working of all the Courts under him, of the Process and Copyists Departments, the provision of suitable buildings for the several Courts and so on; the subordinate judiciary also, I believe, feel a confidence of receiving from an English Judge a support, which strongly conduces to that independence which the Courts ought to exhibit, which it may be doubted whether they would, for some time at all events, feel if the district were presided over by a Native Judge.

I have also seen it stated that, in some districts, the Chief Court does not possess the confidence of the people by reason of the presiding Judge being so little acquainted with vernacular as to be practically dependent on his interpreter. I can only say that this is not my experience. English Judges may sometimes be, and are, no doubt, in some cases, not capable of speaking the languages colloquially with fluency, but, as a rule, I may say with certainty that they have such a knowledge of the languages that they not only could not be misled by mistranslation, but can and do frequently correct the translator.

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